**Minutes of the selection procedure for the position of Member of the 12th-term Management Board of KGHM Polska Miedź S.A.**

The Supervisory Board of KGHM Polska Miedź S.A., by Resolution **No. 24/XII/26 of 18 August 2026**, initiated a recruitment process for the position of Member of the 12th-term Management Board of KGHM Polska Miedź S.A., with the aim of assessing the qualifications of the candidates and selecting the best candidate for the position of **Vice-President of the 12th-term Management Board (Corporate Affairs) at KGHM Polska Miedź S.A.**

1. The notice was published on the following websites:

    1) https://www.gov.pl/web/aktywa-panstwowe/ogloszenie-w-sprawie-wszczecia-postepowania-kwalifikacyjnego-na-stanowisko-czlonkiniczlonka-zarzadu-kghm-polska-miedz-sa-xii-kadencji

    2) https://media.kghm.com/pl/informacje-prasowe/ogloszenie-w-sprawie-wszczecia-postepowania-kwalifikacyjnego-na-stanowisko-czlonkini-czlonka-zarzadu-kghm-polska-miedz-s-a-xii-kadencji

2. In response to the notice, between 8.00 am on 19 August 2026 and 3.00 pm on 31 August 2026, the Company received a total of 6 applications from 6 candidates.

3. On 1 September 2026 at 8.55 am, i.e. after the deadline specified in the notice, the Company received one application.

4. The following members of the Remuneration Committee and the Supervisory Board of KGHM Polska Miedź S.A. took part in the selection process:

    1) Zbigniew Ćwiąkalski
    2) Artur Ulrich
    3) Bogusław Szarek
    4) Ewa Banachowicz
    5) Przemysław Darowski
    6) Marcin Kaczanowski
    7) Piotr Prugar
    8) Rafał Szmytke
    9) Joanna Zakrzewska
    10) Łukasz Żelewski

5. On 3 September 2026, the Remuneration Committee of the Supervisory Board of KGHM Polska Miedź S.A. adopted the following resolutions:

1) Resolution **No. 9/XII/26** on the adoption and submission to the Supervisory Board of KGHM Polska Miedź S.A. of the minutes of the review of applications from candidates for the position of Member of the 12th-term Management Board of KGHM Polska Miedź S.A., containing a list of all candidates and a list of candidates whose applications meet the formal requirements;

2) Resolution **No. 10/XII/26** on recommendations to the Supervisory Board of KGHM Polska Miedź S.A. regarding the suitability of candidates for the position of Member of the 12th-term Management Board of KGHM Polska Miedź S.A.

6. On 10 September 2026, the Supervisory Board of KGHM Polska Miedź S.A. adopted the following resolutions:

   1) Resolution **No. 56/XII/26** on the approval of the minutes of the Remuneration Committee of the Supervisory Board of KGHM Polska Miedź S.A. of the review of applications from candidates for the position of Member of the 12th-term Management Board of KGHM Polska Miedź S.A., containing a list of all candidates and a list of candidates whose applications met the formal requirements;

   2) Resolution **No. 57/XII/26** on the establishment of a ranking list and the procedure for conducting interviews with candidates for the position of Member of the 12th-term Management Board of KGHM Polska Miedź S.A.

      The list of candidates who had qualified for the next stage of the selection process was as follows:

      1) Arkadiusz Gierałt
      2) Michał Huzarski
      3) Beata Jurkschat
      4) Eliza Szymańska
      5) Artur Tarnowski

      On 11 September 2026, Ms Eliza Szymańska informed the Secretariat of the Supervisory Board of KGHM Polska Miedź S.A. that she would not be attending the interview on the scheduled date.

7. On 16 September 2026, the Supervisory Board of KGHM Polska Miedź S.A. held interviews at the Company's premises in Warsaw with candidates for the position of Member of the Management Board of KGHM Polska Miedź S.A., namely:

   1) Arkadiusz Gierałt
   2) Michał Huzarski
   3) Beata Jurkschat
   4) Artur Tarnowski

8. The Supervisory Board of KGHM Polska Miedź S.A. asked all candidates the same questions, a list of which is provided below:

    1) What mistake would you be most concerned about making during your first three months in the role of Vice-President of the Management Board for Corporate Affairs?

    2) Competence: Strategic management

       Please give an example of a situation in which you had to assess whether a particular company, asset or area of business should remain in the portfolio, be developed further or have its role changed. What criteria did you take into account?

    3) Competence: Owner's governance.

       Please give an example of a situation in which the actions or decisions of a subsidiary's management board did not meet the parent company's expectations. How did you react and what did you do in that situation?

    4) Competence: Result orientation.

       Please give an example of a decision or action that has improved the efficiency of more than one area of the company or organisational unit. How did you measure the impact of this action?

    5) Competence: Public affairs/influencing the regulatory environment.

       Please give an example of a situation in which achieving an objective required establishing a common position with other parties, such as industry organisations, companies, chambers of commerce or other stakeholders. How did you build the coalition, and what impact did it have on the decision or regulation?

9. The Supervisory Board of KGHM Polska Miedź S.A. has assessed the candidates for the post of Vice-President of the 12$^{th}$-term Management Board (Corporate Affairs) at KGHM Polska Miedź S.A., on the basis of the following criteria:
    1) experience in business operations, including the management of business entities;
    2) the competencies set out in the Competency Model for the Vice-President of the Management Board for Corporate Affairs at KGHM Polska Miedź S.A. for the 12th term, constituting Annex 3 to the Notice concerning the commencement of the selection procedure for the position of Member of the 12$^{th}$-term Management Board of KGHM Polska Miedź S.A.;

3) the course of the interview.

The candidate who received the highest mark from the Supervisory Board of KGHM Polska Miedź S.A. was Ms Beata Jurkschat.

10. Following the interviews, the Supervisory Board of KGHM Polska Miedź S.A. adopted the following resolutions on 16 September 2026:

    1) Resolution **No. 58/XII/26** on determining the number of members of the 12$^{th}$-term Management Board of KGHM Polska Miedź S.A. – increasing the number of members of the Management Board of KGHM Polska Miedź S.A. from five to six;

    2) Resolution **No. 59/XII/26** on the appointment of Ms Beata Jurkschat to the post of Vice-President of the 12$^{th}$-term Management Board (Corporate Affairs) at KGHM Polska Miedź S.A.