

## **KGHM, in response to the informational expectations of certain stakeholders regarding ESG-related questions and their position as regards voting at the AGM of KGHM in this regard, announces the following:**

KGHM fully supports initiatives related to the global challenge of sustainable development and of ESG (Environmental, Social & Governance) reporting.

As an organisation which operates globally, we make every effort to ensure that our internal regulations and the manner in which we conduct our activities are not only in compliance with domestic laws and legal requirements, but also with international standards and guidelines for the conduct and management of a company in the metals & mining sector so as to be in line with the latest trends and expectations as regards necessary and expected changes with respect to ESG requirements.

### **CLIMATE**

Amongst the ways our commitment is expressed is through the granting of certificates for two of our metallurgical facilities under the prestigious Copper Mark program, as well as our efforts to operationalise our published Climate Policy. The Climate Policy of KGHM Polska Miedź S.A. reflects the UN's sustainable development goals, defines GHG emissions goals – climate neutrality by KGHM Polska Miedź S.A. (the Parent Entity of the KGHM Group) by 2050 with the intermediate goal of reducing total Scope 1 and 2 emissions by the year 2030 by 30% compared to the base year 2020.

The Climate Policy will be followed by the Decarbonisation Programme of the KGHM Group, which will describe the path to achievement of the Climate Policy as well as comprehensive capital expenditures related to the execution of measures that reduce greenhouse gas emissions.

### **REMUNERATION OF SENIOR MANAGEMENT / KPIs**

The remuneration of senior management is comprised of fixed and variable elements, as defined by the Remuneration Policy for the Members of the Management and Supervisory Boards of KGHM Polska Miedź S.A. The introduction to the variable element of a broader scope of KPIs related to ESG is another crucial step for the Company and its ongoing development. The implementation of ESG-related factors to the KPIs of senior management will be described and published in the Decarbonisation Programme. At present, the President of the Management Board is responsible for the preparation, implementation and execution of the Company's Strategy and Sustainable Development Policy (including the Climate Policy of KGHM), while the Vice President of the Management Board (Production) is responsible for occupational health and safety (the LTIFR indicator) and control of environmental risks.

### **EQUAL RIGHTS**

In accordance with the document Best Practice for GPW Listed Companies 2021 as well as with internal HR policies, for years the Company has declared its support of and commitment to ensuring equal gender rights as well as to reviewing candidates for membership of the Management Board solely in terms of their experience and qualifications, while at the same time forbidding any type of discrimination. In accordance with forthcoming regulations, among others the SFDR, in the near future the Company will provide information on senior-level employment by gender as well as information on actions taken and planned aimed at ensuring equal gender rights.

Women in KGHM perform a critical role and provide important functions, from the Supervisory Board to senior management staff, as well as in underground engineering positions. At present, KGHM employs over 1 300 women throughout the Company in Poland.

### **COMMITTEES (INDEPENDENT MEMBERS)**

The Company's Supervisory Board committees include members who meet the definition of independence set forth in the law dated 11 May 2017 on Auditors, Audit Firms and Public Supervision and have no actual and material relations with any shareholder who holds at least 5% of the total vote in the Company (principle 2.3. of Best Practice).