

**PROTOCOL**  
**of the Electoral Committee of the Company from the election of**  
**members of the Supervisory Board of KGHM Polska Miedź S.A.**  
**elected by the employees of the Company, dated 16 May 2008**

I

In accordance with:

- Resolution no. 22/VI/08 of the Supervisory Board of KGHM Polska Miedź S.A. dated 12 March 2008 regarding: changes to the „Regulations for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A.”
- Resolution no.121/VI/2008 of the Management Board of KGHM Polska Miedź S.A. dated 19 March 2008 regarding announcement of the elections of members of the Seventh Term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company,
- Resolution no.130/VI/2008 of the Management Board of KGHM Polska Miedź S.A. dated 1 April 2008 regarding appointment of an Electoral Committee of the Company for the conduct of elections of members of the Supervisory Board elected by the employees of the Company,

and

- based on §13 of the „Regulations for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company”,

on 1 April 2008 an Electoral Committee of the Company was appointed for the conduct of elections of members of the Seventh Term Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company, composed of:

- |     |                      |   |
|-----|----------------------|---|
| 1.  | Marek Aleksandrowicz | Mine-Smelter Emergency Rescue Unit  |
| 2.  | Elżbieta Bajger      | Data Center   |
| 3.  | Zofia Bogucka        | Legnica Smelter   |
| 4.  | Elżbieta Cieślińska  | Trade Union of Copper Industry Employees in Lubin                                       |
| 5.  | Jacek Franczuk       | Regional Section of the Smelting-Processing trade union NSZZ „Solidarność”              |
| 6.  | Stanisław Kasprzak   | Cedynia Wire Rod Plant  |
| 7.  | Robert Kościewicz    | National Trade Union of Underground Workers of KGHM Polska Miedź S.A.                   |
| 8.  | Stanisław Ksel       | Polkowice – Sieroszowice Mine   |
| 9.  | Tomasz Łaskarzewski  | Head Office   |
| 10. | Ryszard Olszewski    | Ore Enrichment Plants Division  |
| 11. | Stanisław Minorczyk  | Trade Union of Technical and Administrative Employees "Dozór" of KGHM Polska Miedź S.A. |
| 12. | Andrzej Muras        | National Section of the Copper Ore Mining trade union NSZZ "Solidarność"                |
| 13. | Władysław Pływaczyk  | National Section of the Copper Smelting-Processing trade union NSZZ "Solidarność'80"    |
| 14. | Wiesław Powązka      | Lubin Mine  |
| 15. | Tomasz Rajman        | Głogów Smelter  |
| 16. | Dariusz Satuła       | Trade Union of Underground Workers, National  |

Section of the Copper Ore Mining Region of Lower Silesia

17. Magdalena Szymańska Tailings Plant Division  
18. Patrycja Veljković- Rudna Mine  
Mrozek

On 9 April 2008, at 12:00 PM, the first meeting was held of the Electoral Committee of the Company for the conduct of elections of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company. The meeting was opened by the Chairman of the Supervisory Board of KGHM Polska Miedź S.A., Mr. Marek Trawiński.

The Committee at its first meeting selected in secret ballot an **Electoral Committee Presidium** composed of:

- |                        |  |
|------------------------|--|
| 1. Ryszard Olszewski   | Chairman of the Electoral Committee of the Company |
| 2. Zofia Bogucka       | Deputy Chairman of the Committee                   |
| 3. Elżbieta Bajger     | Secretary of the Committee                         |
| 4. Andrzej Muras       | Member of the Committee                            |
| 5. Tomasz Łaskarzewski | Member of the Committee                            |

The Electoral Committee of the Company – in accordance with § 14 of the „Regulations for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company” comprised representatives of the Company’s Divisions, designated by the Directors of these Divisions, in agreement with the trade unions and persons delegated by the inter-divisional trade unions operating in the Company.

## II

In accordance with the „Regulations for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company”, members of the Supervisory Board are elected within a single electoral region comprising the entire Company.

## III

Based on § 12 „Regulations for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company”, the Electoral Committee of the Company, appointed by Resolution No. 130/VI/2008 of the Management Board of KGHM Polska Miedź S.A. dated 1 April 2008, established the following voting sub-regions and their order.

- |                           |   |
|---------------------------|---|
| <b>Sub-Region No. I</b>   | - <b>Lubin Mine</b>                         |
| <b>Sub-Region No. II</b>  | - <b>Polkowice-Sieroszowice Mine</b>        |
| <b>Sub-Region No. III</b> | - <b>Rudna Mine</b>                         |
| <b>Sub-Region No. IV</b>  | - <b>Legnica Smelter</b>                    |
| <b>Sub-Region No. V</b>   | - <b>Głogów Smelter</b>                     |
| <b>Sub-Region No. VI</b>  | - <b>Cedynia Wire Rod Plant</b>             |
| <b>Sub-Region No. VII</b> | - <b>Ore Enrichment Plants Division</b>     |
| <b>Sub-Region No. VII</b> | - <b>Tailings Plant Division</b>            |
| <b>Sub-Region No. IX</b>  | - <b>Mine-Smelter Emergency Rescue Unit</b> |
| <b>Sub-Region No. X</b>   | - <b>Head Office</b>                        |
| <b>Sub-Region No. XI</b>  | - <b>Data Center</b>                        |

#### **IV**

During its activities the Electoral Committee of the Company determined the following:

- the election schedule,
  - sample forms and protocols,
  - stamp samples,
  - samples of correct voting in the voting district, and
  - a variety of other vital tasks was standardised for the efficient conduct of elections,
- encompassed by seven Committee Resolutions.

#### **V**

There were:

- six meetings of the Electoral Committee of the Company,
  - four meetings of the Presidium of the Electoral Committee of the Company, including one meeting with the participation of representatives of the Presidiums of the Sub-Region Electoral Committees,
- from which protocols were prepared.

#### **VI**

The Electoral Committee of the Company, as well as the Sub-Region Electoral Committees within the scope of their work, working in accordance with the „Regulations for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company” and the Resolution of the Electoral Committee of the Company, issued a variety of decisions regulating the organisational and technical aspects of the conduct of elections within the scope of its activities.

#### **VII**

From 5 May 2008 to 6 May 2008 the Electoral Committee of the Company registered the candidates for membership of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company. The following persons were registered:

1. Brysik Michał
2. Budziak Marek
3. Cieślak Andrzej
4. Czyczerski Józef
5. Hajdacki Leszek
6. Kurek Ryszard
7. Madziarczyk Tadeusz
8. Szarek Bogusław
9. Śniegowski Ireneusz
10. Trempała Piotr

Information on individual candidates was presented to the employees of the Company in the form of Announcements of the Electoral Committee of the Company.

#### **VIII**

On 10 May 2008 the Electoral Committee of the Company marked the voting cards with its stamp, and on 13 May 2008 distributed the stamped voting cards to the Sub-

Region Electoral Committees. Then the Sub-Region Electoral Committees marked the voting cards with their own stamps.

## **IX**

During the elections, duty rosters were established for the Electoral Committee of the Company and for the Sub-Region Electoral Committees.

## **X**

Voting at the voting stations was held on 14 and 15 May 2008. The hours of operation of the voting stations were adjusted to the working systems in individual Company Divisions, so as to enable all those entitled to vote to take part in the voting.

## **XI**

Based on the Protocols of the Sub-Region Electoral Committees, the Electoral Committee of the Company for the conduct of elections of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company hereby declares as follows:

1. Number entitled to vote in the Company - 18 450
2. Number of voters - 10 571
3. Number of valid votes - 10 345
4. Number of invalid votes - 217
5. Number of votes cast for individual candidates to the Supervisory Board:

<b>Item</b>	<b>Surname, First name</b>	<b>Number of votes cast for individual candidates</b>
1.	Brysik Michał	1007
2.	Budziak Marek	2585
3.	Cieślak Andrzej	2413
4.	Czyczerski Józef	4484
5.	Hajdacki Leszek	3330
6.	Kurek Ryszard	3802
7.	Madziarczyk Tadeusz	998
8.	Szarek Bogusław	3286
9.	Śniegowski Ireneusz	1059
10.	Trempała Piotr	990

6. The following persons received the highest number of votes:

**Józef Czyczerski** - **4484** votes

**Ryszard Kurek** - **3802** votes

**Leszek Hajdacki** - **3330** votes

## **XII**

Consequently, in accordance with § 32 of the „Regulations for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company”, the following persons were elected to serve as members of the Seventh Term Supervisory Board of KGHM Polska Miedź S.A.:

**Józef Czyczerski**

**Leszek Hajdacki**

**Ryszard Kurek**

## **XIII**

Until 10.00 AM on 16 May 2008, i.e. until the moment of closure of this Protocol of the Electoral Committee of the Company, no complaint had been received respecting either the activities of the Electoral Committees in the Company, or the manner in which the elections were conducted.

## **XIV**

The Electoral Committee of the Company for the conduct of elections of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company hereby declares that the elections were conducted in accordance with the „Regulations for the election and dismissal of members of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the Company”.

This Protocol is hereby completed and signed:

1. Marek Aleksandrowicz
2. Elżbieta Bajger
3. Zofia Bogucka
4. Elżbieta Cieślińska
5. Jacek Franczuk
6. Stanisław Kasprzak

7. Robert Kościwicz
8. Stanisław Ksel
9. Tomasz Łaskarzewski
10. Ryszard Olszewski
11. Stanisław Minorczyk
12. Andrzej Muras
13. Władysław Pływaczyk
14. Wiesław Powązka
15. Tomasz Rajman
16. Dariusz Satuła
17. Magdalena Szymańska
18. Patrycja Veljković-Mrozek