

Information on Members of the Management Board of the Company appointed on 16 March 2015 by the Supervisory Board of the Company for the 9th term

Herbert Wirth

President of the Management Board of KGHM Polska Miedź S.A.

Education and professional qualifications:

Graduate of the AGH University of Science and Technology in Kraków, Department of Geology and Exploration (1981);

Doctoral Studies at the AGH University of Science and Technology in Kraków - PhD in technical science;

Habilitation in the field of technical science granted by the Department of Geoengineering, Mining and Geology at the Wrocław University of Technology (2012);

Post-graduate studies in Project Management: The George Washington University School of Business and Public Management, Master's Certificate In Project Management (2004);

Post-graduate studies: Management in International Economics at the Faculty of Law and Administration, University of Wrocław;

Post-graduate studies: Environmental Protection Law at the Faculty of Law and Administration, University of Wrocław;

Course: European Standards for the Evaluation of Raw Materials Projects and Investments organised by the Center for Continuing Education, Imperial College, London.

- Certifications:

Central Geological Office no. 020956 with respect to the conduct of geological work on solid mineral deposits;

Ministry of Environmental Protection, Natural Resources and Forestry no. 1288 with respect to water use and waste water disposal proceedings;

WD – 051 with respect to the preparation of forecasts of the impact of spatial development assumptions on the natural environment;

WD – 90 with respect to the preparation of environmental impact studies;

Chief auditor of the environmental management system in accordance with ISO 9000, 14 000, PN 1801/OHSAS.

Courses and certificates:

3rd level Course: "Applying mathematical methods in preparing geological documentation" – Association of Mining Engineers and Technicians (1987); "Assessment of environmental impact in selecting location for the investment" - Ministry of Environmental Protection, Natural Resources and Forestry (1993); Auditor of Environmental Management Systems no. 24/DA/D03-1/98 – Polish Center for Research and Certification (1998); Quality Manager no.

506/M – Polish Center for Research and Certification (1999); Quality Auditor no. 25/DA/PC01-BLXV-6/2000 – Polish Center for Research and Certification (2000); Auditor no 1007/I – Polish Center for Research and Certification (2000); EQQ Quality Auditor no. PCBC01A-313 – European Organisation for Quality (2001); Auditor for Environmental Management Systems – DQS Deutsche Gesellschaft zur Zertifizierung von Managementsystemen mbH (2001); „Preparation and implementation of an environmental management system in the company pursuant to the ISO 1400 series” – Institutions for Research and Certification “ZETOM” (2001); Auditor – DQS Deutsche Gesellschaft zur Zertifizierung von Managementsystemen mbH (2001); “Project management for managers” – ALTKOM Akademia S.A. (2009); “Responsibilities of employers, managers working on behalf of the employer and managers of separate organisational units” – Training and Information Center “EFFECT” in Gliwice (2011).

Positions held and professional career:

July 2009-present	KGHM Polska Miedź S.A., President of the Management Board;
June–July 2009	KGHM Polska Miedź S.A., Acting President of the Management Board;
2008-2009	KGHM Polska Miedź S.A., First Vice President of the Management Board;
2006-2008	KGHM CUPRUM sp. z o.o., Vice President of the Management Board;
2002-2006	Head Office of KGHM Polska Miedź S.A., Director for New Business Development and Project Management;
1998-2002	Centrum Badawczo- Projektowe Miedzi „CUPRUM” Sp. z o.o., Manager of Geological Studies and Analysis Division;
1993-1998	proGEO Sp. z o.o. in Wrocław, director and consultant;
1992-1993	G.E.O.S. GmbH Freiberg, apprenticeship in environmental geology, environmental protection and economy;
1990-1992	Primary School no. 37 in Wrocław, mathematics and German teacher;
1981-1990	Przedsiębiorstwo Geologiczne in Wrocław, team member and geologist and deputy section manager.

Jarosław Romanowski

First Vice President of the Management Board of KGHM Polska Miedź S.A.

Education and professional qualifications:

University of Economics in Poznań, Faculty of Management, major: International Economic and Political Relations, specialty: International Commerce (1991-1996).

- Major courses / Training:

„Value at Risk” in Luxembourg (Euromoney PLC) – course for Financial Directors regarding means for measuring financial risk (2001); „Transactions processing and Settlements”, London (Euromoney PLC) – course for corporate managers of financial risk (2000); „Maximisation of Shareholder Value in the World of Privatization”, Oxford, United Kingdom (1999); „Negotiations as the process of seeking mutual benefits”, cycle of training sessions conducted by the advisory and training firm MODERATOR (1999); „Derivatives Bootcamp”, Cambridge, United Kingdom (Euromoney PLC) – intensive course on derivative instruments (1998); „Fundamentals of Risk Management” and “Understanding the 1992 ISDA Master Agreements”, New York (1998); Course for candidates for Members of Supervisory Boards of State Treasury companies, completed with an examination by the Examination Commission of the Minister of the State Treasury (1997/1998); Studies for investment advisor candidates in Serock, near Warsaw (Privatisation Center Foundation) (1997/1998); Certificate of the London Chamber of Commerce and Industry confirming passage of the examination „Spoken English for Industry and Commerce” at the advanced level.

Positions held and professional career:

September 2013-present	KGHM Polska Miedź S.A., First Vice President of the Management Board;
2012-2013	KGHM International Ltd., Vice President of the Management Board;
2006-2012	KGHM Polska Miedź S.A., General Director for Sales and Risk Management;
2003-2006	Tele-Fonika Kable S.A., Vice President of the Management Board (Finance);
2003	KGHM Polska Miedź S.A., General Director for Finance;
2002	KGHM Polska Miedź S.A., Director, Department of Analysis and Market Risk;
1999-2001	KGHM Polska Miedź S.A., Director, Department of Market Strategy;
1998	KGHM Polska Miedź S.A., Acting Director, Department of Market Strategy;
1997	KGHM Polska Miedź S.A., Chief specialist;
1997	two-month internship in London on price risk management in KGHM Polish Copper Ltd.;
1996	KGHM Polska Miedź S.A., Senior specialist;

Since 2013, he is a Chairman of the Board of Directors at KGHM International Ltd. and, since 2010, a Chairman of the Board of Directors at KGHM Ajax Mining Inc.;

Marcin Chmielewski

Vice President of the Management Board of KGHM Polska Miedź S.A.

Education and professional qualifications:

Opole University of Technology, Faculty of Civil Engineering, specialty: Building structures, Master's Degree in Construction Engineering (1985-1990);

Post-graduate studies – Banking and Finance, University of Warsaw (1993-1995);

Post-graduate studies – Managing Company Value, Warsaw School of Economics (2012-2013).

Positions held and professional career:

September 2013-present	KGHM Polska Miedź S.A., Vice President of the Management Board;
2011-2013	KGHM TFI S.A., President of the Management Board;
2008-2011	KBL European Private Bankers S.A., Managing Director;
2006-2008	Bank BGŻ S.A., Director of Corporate Center in Wrocław;
2004-2006	DZ Bank Polska S.A., Wrocław Division Director;
1997-2004	BNP-Dresdner Bank Polska S.A., Regional Director in Wrocław;
1992-1997	Bank Pekao S.A., Opole Division, Deputy Head of the Loans and Guarantees Department.

Jacek Kardela

Vice President of the Management Board of KGHM Polska Miedź S.A.

Education and professional qualifications:

University of Wrocław, Faculty of Social Sciences (1983-1988);

Doctoral studies EDBA; Institute of Economic Studies of the Polish Academy of Sciences in Warsaw (2012-2014);

Post-graduate studies – World Class Manufacturing; AGH University of Science and Technology (since 2014);

Post-graduate studies – Production Management; AGH University of Science and Technology in Kraków (2011-2012);

MBA studies – Warsaw School of Economics (2010-2011);

Post-graduate studies in Corporate Management; Wrocław University of Economics (1998-1999).

Courses / training:

Effective leadership – Manager skills training (2007); Commercial law companies pursuant to legal regulations (2007); Workshops in Public Procurement for Bidders (2006); Employee Councils – new Act, and resulting requirements for employers (2006); Process management according to ISO (2006); Legal foundations for corporate environmental management (2006); Finance for Non-Finance Managers (2004); Waste Management (qualification certificate – State exam) (2004).

Positions held and professional career:

September 2013-present	KGHM Polska Miedź S.A. - Vice President of the Management Board;
2013	KGHM ZANAM Sp. z o.o., President of the Management Board;
2009-2013	DFM ZANAM- LEGMET Sp. z o.o., President of the Management Board;
2006-2008	Centrum Badań Jakości Sp. z o.o., President of the Management Board;
2004-2005	Miejskie Przedsiębiorstwo Oczyszczania Sp. z o.o. in Lubin, President of the Management Board;
2003-2006	MUNDO Sp. z o.o. in Lubin, President of the Management Board;
1998-2002	„Zagłębie Lubin” Sportowa Spółka Akcyjna, President of the Management Board;
1995-2001	Telewizja Regionalna Województwa Legnickiego Sp. z o.o. in Lubin, President of the Management Board;
1994-1995	Town Hall in Lubin, Spokesman;
1992-1994	MKS „Zagłębie”, Sport Director;
1989-1990	UPUHiP „Lubservice”, Sales specialist;
1988-1989	Education Office (Kuratorium Oświaty i Wychowania), Teacher.

In addition:

2006 - „Zagłębie Lubin” Sportowa Spółka Akcyjna, Chairman of the Supervisory Board; 2002-2003 MUNDO Sp. z o.o. in Lubin, Chairman of the Supervisory Board; 2000-2002 Zakład Usług Wielobranżowych Sp. z o.o., Deputy Chairman of the Supervisory Board; 2000 - „KWARCE” SA in Mikołajowice, Member of the Supervisory Board; 1997-1998 Miejskie Przedsiębiorstwo Energetyki Ciepłej „TERMAL” SA in Lubin, Deputy Chairman of the Supervisory Board.

Mirosław Laskowski

Vice President of the Management Board of KGHM Polska Miedź S.A.

Education and professional qualifications:

Wrocław University of Technology, Mining Faculty, Specialisation: Deposit Mining Technology (1979–1985);

Wrocław Academy of Economics, post-graduate studies in Management Organisation (1995);

Wrocław Academy of Economics, post-graduate studies in Financial Management (1999);

ICAN Institute, Warsaw, Leadership Academy (2010);

ICAN Institute, Warsaw, Innovation Academy (2012);

TenStep Academy, Warsaw, TenStep Project Manager Certification (2012).

Professional qualifications:

Manager of Department of Rockbursts (2007);

Manager of Mining Plant Operations in a Surface Mining Plant which mines common minerals (2005);

Manager of Mining Plant Operations in an Underground Mining Plant (2000);

Manager of Mining Works Division (1996);

Positions held and professional career:

February 2015-present KGHM Polska Miedź S.A. – Vice President of the Management Board

KGHM Polska Miedź S.A., Rudna Mine Division:

2010-2015	Director
2008-2010	Technical Director
2007-2008	Rockbursts Chief Engineer
2006-2007	Technical Director
2006	Director

KGHM Polska Miedź S.A., Polkowice-Sieroszowice Mine Division:

2005-2006	Director
2004-2005	Technical Director

KGHM Polska Miedź S.A., Rudna Mine Division:

1987-2004	Climbed the entire career ladder to the position of Chief Engineer Production Supervisor
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None of the Members of the Management Board participates in any activities which compete with the activities of KGHM Polska Miedź S.A. They are not partners in civil law partnerships or in partnerships which compete with KGHM Polska Miedź S.A. They are not members of bodies of capital companies which compete with KGHM Polska Miedź S.A. They do not participate in any other competing legal entities as members of their bodies. They are not listed in the Register of Insolvent Debtors maintained on the basis of the National Court Register law.