

## **Lech Jaroń**

### Education and professional qualifications:

Higher -Wrocław University of Technology, master mine engineer  
Post-graduate studies in Financial Management, Wrocław University of Economics  
Post-graduate studies, Wrocław School of Management  
Certified as a Head of Underground Mine Operations  
Qualifying course to sit on Supervisory Boards of State-owned companies  
Courses with respect to management, controlling, investments

### Positions held and professional career:

|              |  |
|--------------|--|
| 1970-1980    | Senior Mine Foreman, Extraction Section Foreman, Shift Foreman, Senior Miner in the underground sections of the Polkowice Mine, KGHM |
| 1980-1988    | Chief Mining Engineer, Head of Mining Operations of the Sieroszowice Mine, KGHM  |
| 1988-1990    | Operational director of the Sieroszowice Mine, KGHM  |
| 1990-1994    | Director of the Sieroszowice Mine, KGHM Polska Miedź S.A.  |
| 1994-1996    | Director of the Polkowice Mine, KGHM Polska Miedź S.A.   |
| 1996-2000    | Director of the Polkowice-Sieroszowice Mine, KGHM Polska Miedź S.A.;   |
| 2000-2004    | President of the Management Board of Centrum Badań Jakości Sp. z o.o.  |
| 2006-present | Chief Salt Mining Engineer, Polkowice-Sieroszowice Mine, KGHM Polska Miedź S.A.<br>Additionally since June 2011- Project head        |
| 2003-2004    | Chairman of the Supervisory Board of Interferie Sp. z o.o.   |

## **Maciej Łaganowski**

### Education and professional qualifications:

Higher – AGH University of Mining and Smelting in Krakow, Faculty of Metallurgy, Major – Metallurgy of raw materials and steel, 1971  
Post-graduate studies in non-ferrous metals metallurgy, 1981, AGH Kraków  
1st degree certificate of professional specialisation in the area of „Copper metallurgy”, Ministry of Smelting and Machine Industry, 1984  
Diploma from the examination of candidates for Membership on the Supervisory Boards of State-owned Companies, Ministry of Ownership Transformations, 1993  
University of Economics in Wrocław, managerial studies in organisation and free market management, 1994

### Positions held and professional career:

|                         |   |
|-------------------------|---|
| 01.06.1971 - 30.09.1971 | - Trainee at Głogów smelter   |
| 01.10.1971 - 31.03.1972 | - Specialist in the Converter Section at the Głogów smelter   |
| 01.04.1971 - 28.02.1974 | - Head of the Converter Section at the Głogów smelter   |
| 01.03.1974 - 31.03.1974 | - Technology specialist, Experimental Facility, Cuprum KGHM, Lubin                                      |
| 01.04.1974 - 30.06.1982 | - Technology specialist, Copper Smelter Experimental Facility, Institute of Non-Ferrous Metals, Gliwice |
| 01.07.1982 - 31.12.1989 | - Technology specialist at the Głogów smelter   |
| 01.01.1990 - 30.09.1990 | - Deputy Head of the Production Technology Section of the Lead Department at the Głogów smelter         |
| 01.10.1990 - 31.12.1990 | - Technology specialist at the Głogów smelter   |
| 01.01.1991- 30.11.1992  | - Specialist in Technology and Metallurgical Process Development at the Głogów smelter                  |
| 01.12.1992 - 30.09.1996 | - Head of the Technology Development Section at the Głogów smelter                                      |
| 01.10.1996 - 30.11.2000 | - Chief Specialist in Technology Development at the Głogów smelter                                      |
| 01.12.2000 - 31.12.2000 | - Chief Specialist in Technology Development – Process Engineer at the Głogów smelter                   |
| 01.01.2001 - present    | - Chief Specialist in Technology Development at the Głogów smelter                                      |

During the years 1997-1998 was a member of the Supervisory Board of the company SUWIR in the KGHM Polska Miedź S.A. Group

Member of the SITMN (Association of Non-Ferrous Metals Engineers and Technicians) circle at the Głogów smelter

## **Paweł Markowski**

Education and professional qualifications:

Higher - Faculty of Mining of Wrocław University of Technology, specialised in underground ore mining, 1986, master mine engineer,  
Wrocław School of Management – Managerial Studies, 1992-1993  
Wrocław University of Economics – Post-graduate Studies - Human Resources Management, 1994-1995  
Wrocław University of Economics – Post-graduate Studies - Financial Management, 1998-1999  
Certification by the State Mining Authority – Head of Underground Mine Operations, 1998

Positions held and professional career:

|                                   |   |
|-----------------------------------|---|
| 1986-1987                         | Specialist, Rudna Mine, KGHM  |
| 1987-1999                         | from shift foreman to Chief Mining Engineer through all levels of management, Polkowice-Sieroszowice Mine, KGHM Polska Miedź S.A. |
| 1999-2002                         | Managing Director, Polkowice-Sieroszowice Mine, KGHM Polska Miedź S.A.  |
| 2002-2006                         | Chief Engineer for Investment and Development, Lubin Mine, KGHM Polska Miedź S.A.   |
| 11 January 2006<br>– 29 June 2006 | Managing Director, Polkowice-Sieroszowice Mine, KGHM Polska Miedź S.A.  |
| 30 June 2006<br>– 30 May 2007     | Executive Mining Director, Head Office, KGHM Polska Miedź S.A.  |
| 31 May 2007<br>– 30 May 2008      | Operations Director, Lubin Mine, KGHM Polska Miedź S.A.   |
| 31 May 2008<br>– 17 May 2010      | Managing Director, Polkowice-Sieroszowice Mine, KGHM Polska Miedź S.A.  |
| from 10 June 2010                 | Chief Mining Engineer, Project head, Head Office, KGHM Polska Miedź S.A.  |

Activities on Supervisory Boards:

|           |   |
|-----------|---|
| 2000-2002 | SSA "Zagłębie Lubin" - Chairman of the Supervisory Board                          |
| 2006-2008 | Chairman of the Supervisory Board of Dolnośląska Fabryka Maszyn Zanam-Legmet S.A. |

The appointed Members of the Supervisory Board are not engaged in activities outside of KGHM Polska Miedź S.A. which are competitive with the activities of KGHM Polska Miedź S.A. They are not partners in civil or other types of companies which are competitive with KGHM Polska Miedź S.A. They are not members of bodies of capital companies which are competitive with KGHM Polska Miedź S.A. They do not participate in any other 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.

Legal basis: § 5 sec. 1 point 22 of the Decree of the Minister of Finance dated 19 February 2009 regarding current and periodic information published by issuers of securities and conditions for recognising as equivalent information required by the laws of a non-member state (Journal of Laws from 2009 No. 33, item 259 with subsequent amendments)