

## **Herbert Wirth**

### 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 (DSc) 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 with respect to the conduct of geological work on solid mineral deposits, Ministry of Environmental Protection, Natural Resources and Forestry with respect to water use and wastewater 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

### Positions held and professional career:

2009 – present - President of the Management Board of KGHM Polska Miedź S.A.

2008 – 2009 - I Vice President of the Management Board of KGHM Polska Miedź S.A.

2006 – 2008 - Vice President of the Management Board of KGHM CUPRUM sp. z o.o.,

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, manager 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

Chairman of the Supervisory Board of KGHM CUPRUM CBR Sp. z o.o. and Chairman of the Board of Directors of KGHM International

## **Wojciech Kędzia**

### Education and professional qualifications:

Master's studies at Wrocław University of Technology, Faculty of Mining, specialisation: Underground deposit mining;

Doctoral studies at the Oskar Lange University of Economics in Wrocław, Faculty of Management and Computer Science, received the title Doctor of Economics in economics;

Post-graduate studies: „Managerial Post-Graduate Studies in Organisation and Management in Free Market Economics” at the University of Economics in Wrocław;

Post-graduate studies in Hydrometallurgy in the Faculty of Chemistry at Wrocław University of Technology;

### Positions held and professional career:

2010-present - Vice President of the Management Board of KGHM Polska Miedź S.A.

2002-2010 Head Office of KGHM Polska Miedź S.A.

2010 – Acting General Director for Production

2005-2010 – Director, Department of Production Analysis and Monitoring, Department of Production Planning and Optimisation, Department of Planning, Supervision of Production and Costs

2004-2005 – Executive Director for Planning, Supervision of Production and Costs

2002-2004 – Chief Engineer in the New Business Department, Section Head in the Department of New Business Ventures

1992-2002 KGHM Polska Miedź S.A., Rudna Mine

1997-2002 – Senior Foreman for Rock Mass Mechanics and Roof Support

1996-1997 – Mine Section Head

1992-1996 Mine employment (senior miner, senior shift foreman)

Chairman of the Supervisory Board of Dolnośląska Fabryka Maszyn Zanam-Legmet Sp. z o.o. and  
Chairman of the Supervisory Board of PeBeKa S.A.

## **Włodzimierz Kiciński**

### Education and professional qualifications:

Master's studies at the Faculty of Mechanics-Technology of Warsaw University of Technology.

Master's studies at the Faculty of Foreign Commerce of SGPIŚ (currently Warsaw School of Economics).

Post-graduate studies at the Institute of Foreign Commerce Theory at Johannes Gutenberg University Mainz, Germany.

### Positions held and professional career:

2012/04-2012/07 – Biuro Analiz Aplikacji Kredytowych Sp. z o.o.,

2002-2011 – President of the Management Board of Nordea Bank Polska S.A.,

1999-2002 – Vice President of Bank Gospodarki Żywnościowej S.A.,

1995-1998 – Vice President of the Management Board of Hypo-Bank Polska S.A.,

1994-1995 – Advisor in Bayerische Hypotheken-und Wechsel-Bank AG in Munich,

1991-1994 – Director of the Foreign Department of the National Bank of Poland,

1990-1991 – Advisor in Central Europe Trust sp. z o.o.

Additionally:

Member of the Supervisory Board of PZU S.A.

Member of the Supervisory Board of the Polish Bank Association (Związek Banków Polskich)

## **Adam Sawicki**

### Education and professional qualifications:

Higher – M.Sc. in Business Administration and Economics , Stockholm University, 1996

Training and Post-graduate Studies:

High Potential Leadership – IMD, Switzerland

Leading Yourself Program – INSEAD, France

TeliaSonera Management Training Program

The General Manager Program – Harvard Business School, Boston, Massachusetts, USA

Executive Program for Growing Companies – Graduate Business School, Stanford University, California, USA

Telia Graduate Programme – Telia Kompetens AB, Sweden

### Positions held and professional career:

2012/03 – present Ruch Internet S.A., President of the Management Board

2011/09 – 2012/02 RUCH S.A., Advisor

2011/05 – 2011/08 McKinsey & Co, Germany, Senior Advisor

2008/03 – 2011/02 GTS Central Europe, President of the Management Board

1996/12 – 2008/02 TeliaSonera (formerly Telia AB)

2007/06 – 2008/02 TeliaSonera International Carrier UK, General Director

2007/01 – 2008/02 TeliaSonera Wholesale, Vice President for Western Europe and North America

2006/01 – 2007/06 TeliaSonera International Carrier Russia, General Director

2006/01 – 2007/01 TeliaSonera International Carrier AB, Vice President for Russia and Central-Eastern Europe

2004/05 – 2005/12 TeliaSonera International Carrier AB, Vice President for Southern and Eastern Europe

2003/04 – 2004/04 Sonera Russia & Telia International Carrier Russia, Operating Director

2003/01 – 2004/04 TeliaSonera International Carrier AB, Sweden, Deputy Director for Global Sales

2001/11 – 2003/01 Telia International Carrier AB, Vice President for Central-Eastern Europe

1999/12 – 2007/06 TeliaSonera International Carrier Poland Sp. z o.o., President of the Management Board

1999/05 – 1999/11 Telia Network Services, International Division, Stockholm, Sales Director

1998/04 – 1999/05 Eircom (formerly Telecom Eireann), Business Process Development, Dublin, Ireland, Project Head

1997/12 – 1998/04 Telia Swedtel AB, Consulting Services, Stockholm, Business Controller

1996/12 – 1997/12 Telia Swedtel AB, Operations, Stockholm, Junior Consultant for Business Development

Additionally:

He was a Chairman of the following Supervisory Boards: Telia International Carrier Hungary, Telia International Carrier Russia, Telia International Carrier Latvia, Telia International Carrier Lithuania,

Prima Communications Sp. z o.o., TeliaSonera International Carrier Czech Republic, Deputy Chairman of the Supervisory Board of TeliaSonera International Carrier Russia and a Member of the Supervisory Board of TeliaSonera International Carrier North America, Inc., TeliaSonera International Carrier Spain, GTS Energis, GTS Slovakia, GTS Czech Republic.

Since 2007/5 a Member of the Advisory Board – Ericpol Telecom Sp. z o.o., since 2011/01 Member of the Advisory Board of Castlefield Ltd, and since 2012/01 Member of the Advisory Board of Montagu Private Equity

## **Dorota Włoch**

### Education and professional qualifications:

University of Wrocław, specialisation: hydrogeology, Master's degree in geology, (1988-1993);

University of Economics in Wrocław, MBA Program, Master's degree in management, (1995-1997);

The George Washington University – Project Management, (2004)

Warsaw School of Economics – International Accounting and Financial Reporting Standards, (2005-2006);

### Positions held and professional career:

2002-2012 Head Office of KGHM Polska Miedź S.A.

2012 Executive Director for Investment and Development

2010-2012 Executive Director for Investment

2002-2010 Director of the Investment Department

1998-2002 KGHM Polska Miedź S.A., Rudna Mine, Head of Investment Planning Section

1998-2002 KGHM Polska Miedź S.A. – SAP R-3 Implementation Project, Head of Implementation of the SAP R-3 Investment System Module

1996-1998 KGHM Polska Miedź S.A., Rudna Mine, Deputy Head of Investment Planning

1994-1996 KGHM Polska Miedź S.A., Polkowice Mine, Planning and Analysis Specialist

Chairman of the Supervisory Board of „Energetyka” sp. z o. o. and Member of the Supervisory Board of PeBeKa S.A.

The appointed Members of the Management 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 law partnerships or partnerships which are competitive with KGHM Polska Miedź S.A. They are not members of bodies of 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)