

## **Paweł Białek**

### Education and professional qualifications:

Higher – Masters Studies at Jagiellonian University, major in archaeology, 1985-1991  
Post-graduate studies at the University of Economics in Kraków, School of Entrepreneurship and Management „Rationalisation of Control Services Activities”, 1994  
Warsaw School of Economics – „Banking Studies”, 2004

### Positions held and professional career:

04.2012-present Ministry of Treasury, Counsellor to the Minister  
12.2007-04.2012 ABW (Internal Security Agency), Deputy Head of the ABW  
08.2007-11.2007 Agencja Rozwoju Mazowsza S.A., Adviser  
04.2007-11.2007 PTC sp. z o.o. - commission contract  
12.1991-01.2007 UOP (Office for State Protection)/ABW, Deputy Director, Department for Combating Corruption and Organised Crime  
1989-1991 business activity (in the form of a limited liability company)

### In addition:

1999-2005 Member of the Supervisory Board of the State Treasury company Cenzin sp. z o.o.

## **Dariusz Krawczyk**

### Education and professional qualifications:

Higher – Warsaw University of Technology, 1989-1993  
Post-graduate studies in managing company value, Warsaw School of Economics, 2001-2002  
Management Studies, Warsaw School of Economics, 1996-1997  
Taxation Studies, Warsaw School of Economics, 1995-1996  
Associate's Certificate in Project Management, George Washington University (Project Management Institute), 2008  
Training and work practice at the brokerage ABN AMRO Chicago Co., 1997  
Training In Derivatives Trading – „Institutional Investors Program”, The Options Institute, Chicago, 1997  
„Securities lending” Frank Fibozzi /Information Management Network & Global, Scotland, 1997  
Training and work practice at the brokerage reffco Co., New York, 1996  
Securities broker licence no. 270

### Positions held and professional career:

2005-2011 Synthos S.A. (formerly Firma Chemiczna Dwory S.A.), President of the Management Board  
Synthos Kralupy a.s., President of the Management Board  
Dwory Sp. z o.o., President of the Management Board  
Managing Director FTF Galleon, Luxembourg, Managing Director  
2004-2005 PSE-Centrum Sp. z o.o., President of the Management Board  
Member of the Group Supervisory Board of PSE  
2002-2003 PSE S.A., Director, Equity Investments Department  
2000-2002 PKN ORLEN S.A., Director of the Equity Supervision Office  
2001 Nafta Polska S.A., Member of the Management Board  
1999-2000 PKO BP, Director of the Investment Banking Department  
1999 IV Narodowy Fundusz Inwestycyjny – Progress S.A., Director, Equity Investments  
1998-1999 Expandia Finance Polska S.A., President of the Management Board, General Director  
1993-1999 Bank Handlowy S.A., Director, Central Office of Equity Operations

### Currently:

Member of the Supervisory Board of Ciech S.A.

Member of the Supervisory Board of Polimex-Mostostal  
Member of the Supervisory Board of Polish-Energy Partners

A member of numerous supervisory boards, such as:  
Kaucuk Kralupy a.s., Rafineria Trzebinia S.A., Rafineria Glimar S.A., II Narodowy Fundusz Inwestycyjny S.A., Huta Buczek S.A., Warszawska Giełda Towarowa S.A., Warta Vita S.A., Petrolot sp. z o.o., Petrogaz Płock, Firekom S.A., Active Zone Group S.A.

## **Ireneusz Piecuch**

### Education and professional qualifications:

Higher – Warsaw University, Faculty of Law and Administration 1983 - 1989  
Judicial Training, completed in 1991  
Counsellor Training, completed in 1992

### Positions held and professional career:

2010-present	CMS Cameron McKenna Dariusz Greszta sp. k. Partner, Regional Coordinator Telecommunications Practices in Central and Eastern Europe
2009-present	Ireneusz Piecuch Kancelaria Radcy Prawnego (Legal Counsel Law Office), Owner
2006-2009	Telekomunikacja Polska S.A. Member of the Management Board, Strategy and Business Development (2008-2009) General Secretary of the TP Group, Executive Director (2007-2008) Chief Lawyer of the TP Group (2006-2007)
1995-2006	IBM Corporation Staff Counsel, Legal Department, Vienna (2004-2006) Sales Manager, Small and Medium Business Department, Vienna (2003-2004) Operational Director, Member of the Management Board, IBM Polska (2001-2003) Counsel, Legal Section, Vienna (1998-2001) Lawyer, IBM Polska (1995-1997)
1991 – 1994	Łaszczuk & Wspólnicy Spółka Jawna (formerly Konsultant), partner
1989 – 1991	Voivodeship Court in Warsaw – Judicial Trainee

Formerly a member of the following supervisory boards: PTK Centertel, TP EmiTel sp. z o.o., Wirtualna Polska S.A. and member of the Orange Foundation Council (at that time TP Group Foundation)

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)