

**Minutes of the Supervisory Board from the qualification proceedings
for Vice President (Corporate Affairs) of the of the 11th-term Management Board
of KGHM Polska Miedź S.A.**

1. The Supervisory Board commenced qualification proceedings whose aim is to review and assess the qualifications of candidates and to select the best candidate for Vice President (Corporate Affairs) of the 11th-term Management Board of KGHM Polska Miedź S.A., by resolution **No. 147/X/21**

2. The announcement was placed on the corporate website:

<https://media.kghm.com/pl/informacje-prasowe/ogloszenie-w-sprawie-wszczecia-postepowania-kwalifikacyjnego-na-wiceprezesa-zarzadu-kghm-polska-miedz-s-a-ds-korporacyjnych-xi-kadencji>

<https://www.gov.pl/web/aktywa-panstwowe/ogloszenie-spolki-kghm-polska-miedz-sa-o-wszczeciu-postepowania-kwalifikacyjnego-na-stanowisko-w-zarzadzcie-spolki>

3. In response to the announcement a total of 2 offers were received by the Company.

4. On 22 October 2021 the Supervisory Board adopted the following resolutions:

1) **No. 149/X/21** regarding approval of the minutes of the Remuneration Committee of the Supervisory Board of KGHM Polska Miedź S.A., in respect of verification of the offers of candidates for Vice President (Corporate Affairs) of the Management Board of KGHM Polska Miedź S.A., in relation to Resolution No. 18/X/21 dated 22 October 2021 adopted by the Remuneration Committee regarding its recommendation to the Supervisory Board of KGHM Polska Miedź S.A. as to the qualifications of the best candidates for Vice President (Corporate Affairs) of the 11th-term Management Board of KGHM Polska Miedź S.A.

One of the Members of the Supervisory Board submitted a separate statement to the minutes, stating that, in his opinion, Marek Pietrzak does not meet the formal conditions due to the fact that at the moment of his announcement he was bound by the injunction against combining the functions of Member of the Supervisory Board and Management Board, while the submitted statement referred to in § 12 sec. 4 of the Statutes of the Company suggests a lack of such restrictions and injunctions in fulfilling the function of Member of the Management Board.

1) **No. 150/X/21** regarding setting a list by ranking and the means of conducting discussions with the candidates for Vice President (Corporate Affairs) of the 11th-term Management Board of KGHM Polska Miedź S.A. The Supervisory Board set a list by ranking of the candidates for the position of Vice President (Corporate Affairs) of the 11th-term Management Board of KGHM Polska Miedź S.A., representing annex no. 1 to the aforementioned resolution, and determined

that the qualifying discussions with the candidates indicated in the list referred to in § 1 of this resolution shall be conducted at the Head Office of the Company, at the address ul. Marii Skłodowskiej-Curie 48, 59-301 in Lubin, on the dates set forth in annex no. 2 to the aforementioned resolution.

5. On 25 October 2021 the Supervisory Board conducted qualification discussions with the candidate for Vice President (Corporate Affairs) of the 11th-term Management Board of KGHM Polska Miedź S.A., pursuant to the date set forth in annex no. 2 to Resolution No. 150/X/21, i.e.:
 - 1) Mr. Marek Pietrzak

6. The Supervisory Board, following the qualification discussion conducted, adopted resolution **No. 154/X/21** regarding the appointment of Mr. Marek Pietrzak to the position of Vice President (Corporate Affairs) of the 11th-term Management Board of KGHM Polska Miedź S.A.