

**Andrzej Szydło**

*(President of the Management Board)*

A graduate of the Faculty of Mechanical and Power Engineering at Wrocław University of Science and Technology, as well as the School for Managers in Industry and Studies in Strategic and Operational Corporate Management. Completed post-graduate studies in managing corporate value at the SGH Warsaw School of Economics.

An experienced manager specialising in management and the implementation of innovative solutions, as well as the realisation of investment and maintenance projects. Among others he has been involved in implementing ISO-based management and also Integrated Management Systems. Skilled in conducting negotiations and managing projects using Prince2 and Ten Step methodology. He has enhanced his know-how during training in the areas of strategy, labour law and HR. He participated in the KGHM Executive Academy organised by IMD.

Since 2021 he has been a member of the management board of Hyundai Engineering Poland, and previously a member of the management board of SPS Inscon Sp. z o.o. Since the start of his professional career he has been involved with KGHM Polska Miedź S.A., where he progressed from shift master at the Głogów Copper Smelter and Refinery, to manager of the heat and power plant, head of the power unit, technical director and executive director of this division. In the years 2010 – 2014 he worked in the Head Office of KGHM Polska Miedź S.A. as a director of the production infrastructure department, a director of the technology department and a director of the Pyrometallurgy Modernisation Program. He was also chairman and later secretary of the Supervisory Board of one of the KGHM Polska Miedź S.A. Group's companies, Energetyka Sp. z o.o.

He is a recipient of a Bronze Service Star, a Bronze Service Medal for Fire Fighting and a Silver Medal „Za Zasługi dla Obronności Kraju” (Medal of Merit for National Defence). He also received an honorary award from the Minister of the Economy „Za zasługi dla Energetyki” (Medal of Merit for Energy). In 2006 he received the honorary award “Zasłużony dla KGHM Polska Miedź S.A.” (In the Service of KGHM Polska Miedź S.A.).

**Zbigniew Bryja**

*(Vice President of the Management Board (Development))*

An experienced manager specialising in the mining sector, especially in the management of companies, production oversight, supervision of investment activities as regards mining and metallurgy, as well as oversight of mine operations.

Working for KGHM since the start of his professional career. In the years 1995 – 1997 he served in the Rudna mine of KGHM Polska Miedź S.A. as the Chief Engineer for Orebody Mechanics and Development, subsequently in the years 1997 – 2002 as the Director for Development and Production Preparation in this mine. He held the position of Executive Director of the Polkowice-Sieroszowice mine in the years 2002 - 2003. From 2003 to 2006 he worked in the Head Office of KGHM Polska Miedź S.A. as the Executive Director for Mining, and later as the Executive Director for Investments and Development. In recent years he was President of the Management Board of the following companies: PAK KWB Adamów S.A., PAK KWB Konin S.A., PAK Górnictwo sp. z o.o.

He has many years of professional experience in managing corporations, production and in the area of mining technology. He gained experience in improving production processes and investment projects both in KGHM and outside of the Group.

He is a graduate of the Mining Faculty of Wrocław University of Science and Technology with a specialty in deposits mining technology, as well as mine geophysical studies at the AGH University of Science and Technology in Kraków. He completed a variety of managerial courses in international academic institutions involving the improvement of investment and financial processes in companies.

He is the author and co-author of numerous articles and publications in areas in which he specialises.

He holds the title of General Mine Director, 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> degree, granted by the Minister of the Economy. He was honoured by the President of the Republic of Poland with the Bronze, Silver and Gold Service Cross. He also received the honorary titles of „Zasłużony dla KGHM Polska Miedź S.A.” (Of service to KGHM Polska Miedź S.A.) and „Zasłużony dla ZG „Rudna” (Of service to the Rudna mine). In the years 2002 – 2005 he was appointed by the President of the Supreme Mining Office as a Member of the Commission on Tremors, Restoration and Corridor Direction in Copper Ore Mines, and in the years 1998 – 2000 as a Member of the Commission on Restoration of Corridors and Pillars.

### **Piotr Stryczek**

*(Vice President of the Management Board (Corporate Affairs))*

He holds experience in the conduct of business activities, strategic consultancy and corporate supervision. Specialises in corporate developmental restructuring and equity investments.

From 2015 he was president of the management board of Automatyka Spółka z o.o., a company involved in the comprehensive implementation of new, and the maintenance of existing, production line control systems based on modern solutions by global producers. Involved with KGHM Polska Miedź S.A., where he worked among others as director of the corporate supervision department. Carried out the processes of asset and equity restructuring in KGHM and supervised Group companies. In the years 2002 – 2006 he was a vice president of a company in the KGHM Group, Pol-Miedź Trans Sp. z o.o. During his professional career he also held managerial functions in the companies Telefonika S.A. and TELBESKID.

A graduate of the Faculty of Law and Administration at Wrocław University majoring in law and administration, specialising in management. He is an Attorney-at-law. He has completed a variety of courses and training in the areas of accounting, strategic communication and equity acquisitions.

He was a member of the supervisory boards and management boards of many limited companies, including in the Legnica Special Economic Zone, Zagłębie Lubin, KGHM Metale and Krakowska Fabryka Kabli.

### **Piotr Krzyżewski**

*(Vice President of the Management Board (Finance))*

A manager with many years of experience in both the production and investment sectors. Experienced in the management of companies, groups and finance in developed groups. Specialises in the evaluation of the profitability of investments, restructuring and optimising processes, managing financial risk, managing liquidity and developing and executing financing strategies.

Holds a doctorate in economics, is a graduate of the SGH Warsaw School of Economics with a major in finance and banking as well as international economic relations. Holds a broker license and completed numerous courses and training in the area of team management, crisis management, communication and international cooperation.

In the years 2006 - 2014 he managed finances in the company Polski Holding Obronny, and subsequently served as the President of ARP Venture. In the years 2016 - 2018 he was an advisor to the Management Board and CFO in the company Edge One Solutions. From 2017 he was President of the Management Board of ADV sp. z o.o., and subsequently from 2018 to 2020 he was a member of the management board of Luma Holding Ltd. (previously CEO, later CFO), as well as a Member of the Investment Committee. He was involved in the supervising of comprehensive finances of a group in Poland and abroad. From 2022 he worked as director of the financial office of the WIG20 company JSW S.A., where among others he was responsible for company and group liquidity, exchange rate hedging and financial supervision of key investments.

He created a business model, created and managed a second-round fund in Poland. He built and obtained the first Sustainability Linked-Loan (SLL) in the Central and Eastern Europe, and one of the first in the European mining sector. He holds managerial experience in the mining and metallurgical sector in Europe and Africa. He carried out numerous trade finance transactions with partners on various continents.

He is experienced in negotiations, due diligence and the conduct and supervision of acquisitions of companies in Poland and abroad. A member of Supervisory Boards and Investment Committees - responsible for the processes of merger, restructuring and optimisation as well as the setting of development directions.

### **Mirosław Laskowski**

*(Vice President of the Management Board (Production))*

Since the start of his professional career he has been connected with KGHM Polska Miedź S.A., where in the years 2015 - 2016 he served as Vice President of the Management Board (Production). He was Director in the following Company Divisions: the Rudna mine and the Polkowice - Sieroszowice mine, as well as in the division under the Executive Director for Production at the Company's Head Office. An experienced manager with successes in the management of large employee teams, responsible for implementing solutions supporting business efficiency and optimising company costs. Responsible among others for planning the development of the core business and for seeking and implementing new technologies and methods for managing organisational structures in the copper company.

He has many years of experience in preparing corporate development plans with a 40-50 year outlook. Actively participated in the implementation of Lean Management systems based on 5S and TPM. He is a co-creator of several copper ore deposit mining systems and is the originator and co-creator of KGHM's unified safety system based on 3 pillars: education, environment and health. He created in the copper company solutions involving the prevention of mine-related threats. He was also responsible for leading numerous rescue operations.

He received the Knight's Cross of the Order of Polonia Restituta for the rescue operation in the Rudna mine in March 2013.

A graduate of the Faculty of Mining, with specialisation in deposit mining technology at Wrocław University of Science and Technology. Also completed post-graduate studies in financial management and organisation and management at Wrocław University of Economics. He gained experience in the Leadership Academy and the Innovation Academy of the ICAN Institute and in the TenStep Academy in Warsaw.

In the years 2017-2018 he was a member of the Gas and Geodynamics Hazard Committee appointed by the President of the State Mining Authority. Since November 2018 he has been a member of the Hazards Committee under the President of the State Mining Authority.

The appointed Members of the Management Board of KGHM Polska Miedź S.A. are not engaged in activities which are competitive with the activities of KGHM Polska Miedź S.A., they are not involved with a company which is competitive with KGHM Polska Miedź S.A. as partners in a civil law partnership, a partnership or a capital company, and they do not participate in any other competitive legal entity as members of its bodies and they are not listed in the Register of Insolvent Debtors maintained on the basis of the National Court Register law.

Legal basis: § 5 point 5 of the Decree of the Minister of Finance dated 29 March 2018 on 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 of 2018, item 757)