

### **Marcin Chludziński - President of the Management Board**

(appointed on 16 April 2021)

Since 6 July 2018 President of the Management Board of KGHM Polska Miedź S.A.

Member of the Supervisory Board of PZU S.A. since January 2016, and at the same time a president of the management board of Agencja Rozwoju Przemysłu S.A. (Industrial Development Agency JSC), in which he was responsible for restructuring processes, mergers and acquisitions. He defined the strategic ways of development of the Industrial Development Agency. Among others, he restructured the following companies: Przewozy Regionalne, H. Cegielski – Fabryka Pojazdów Szynowych and Świętokrzyskie Kopalnie Surowców Mineralnych. Co-founder and president of the management board of Invent Grupa Doradztwa i Treningu Sp. o.o. in the years 2006 – 2015. President of an economic think tank, Fundacja Republikańska (Republican Foundation) in the years 2011 – 2015.

Graduate of the Institute of Social Policy and the European Institute of Regional and Local Development at the University of Warsaw. He finished his MBA at the Institute of Economics, Polish Academy of Sciences.

He has experience in the management of commercial law companies, restructuring projects and corporate supervision.

### **Adam Bugajczuk - Vice President of the Management Board (Development)**

(appointed on 16 April 2021)

Since 24 August 2018 Vice President of the Management Board (Development) of KGHM Polska Miedź S.A.

Involved with PKO Bank Polski S.A. from January 2011, where he served as a manager and director. Among others, he was responsible for supervision over the implementation of investment projects and optimisation of business processes, as well the preparation of development plans and improvements in areas under his supervision. Co-responsible for execution of cost optimisation under the bank's business strategy. Responsible for the implementation of procurement policy in the Group's companies. He was employed from 2002 to 2010 in the company Bank Zachodni WBK S.A., where he cooperated in the implementation of investment projects. He was also responsible for the optimisation and supervision over the realisation of network contracts.

Graduate of the Wrocław University of Economics, Faculty of Economics, Management and Tourism. He completed an Executive MBA – Business Trends program at WSB University in Wrocław.

He has an extensive experience in the areas of standardisation and normalisation of business processes.

**Paweł Gruza - Vice President of the Management Board (International Assets)**

(appointed on 16 April 2021)

Since 10 September 2018 Vice President of the Management Board (International Assets).

An Undersecretary of State in the Ministry of Finance from November 2016. Co-author of the tax reform. An Undersecretary of State in the Ministry of the State Treasury from April to November 2016. He managed a portfolio of companies with State Treasury ownership and state legal entities. He worked on reforming supervision over State Treasury companies. An expert and a management board member of Fundacja Republikańska (Republican Foundation) from 2007 to 2016. As a representative of the minister responsible for financial institutions he was also a member of the Polish Financial Supervision Authority. He was a partner and a management board member of MMR Consulting sp. z o.o., as well as a partner in the tax consultant office GWW Tax from 2007 to 2016. He worked in the Arthur Andersen and Ernst & Young consultancy companies from 2000 to 2006. He managed interdisciplinary consultant projects for Polish and international companies from the industrial and financial sector.

Graduate of the Warsaw University, Faculty of Law and Administration.

Author and co-author of numerous publications on taxes and social security.

**Andrzej Kensbok - Vice President of the Management Board (Finance)**

(appointed on 16 April 2021)

From 6 February 2020 he served as the President of the Management Board of Polska Grupa Zbrojeniowa, where he was responsible among others for consolidating the group around key technology. Previously (2019-2020) he was associated with KGHM Polska Miedź S.A. He was executive director for strategic projects in the company as well as the President of KGHM INTERNATIONAL LTD. in Canada. There he carried out a program to increase ore extraction and processing in the Robinson mine in Nevada and to prepare the Victoria deposit to commence exploratory work. Since 2018 Chairman of the Supervisory Board of PKP S.A. From March 2017 to June 2019 he was Vice President of the Management Board of Agencja Rozwoju Przemysłu (Industrial Development Agency) and was responsible for division of finance, corporate supervision and equity transactions. From 2015 he was on the Supervisory Board and served as the proxy of the Management Board for restructuring of companies of „Masfrost”. In the years 1989-2013 he served in the functions of unit manager and director of companies in the industrial sector.

A graduate of the Catholic University of Lublin, with a Master's Degree in philosophy and theoretical physics. He completed MBA studies at INSEAD Business School where he specialized in costs management and the reorganisation of business processes.

Has many years of experience in economic and financial consulting.

The appointed Members of the Management Board 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 capital companies, and they do not participate in any other competitive 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 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)