

Krzysztof Skóra

President of the Management Board of KGHM Polska Miedź S.A.

Education and professional qualifications:

Post-graduate studies in „Finance and Banking” - University of Economics in Wrocław (1994);
Higher economic studies – Department of Management and Computer Science at the University of Economics in Wrocław (1976 – 1980).

Positions held and professional career:

2012 – 2015	Economic Advisory;
2008 – 2012	Vice President of the Management Board of a Municipal Water and Sewage Plant in Lubin (Miejskie Przedsiębiorstwo Wodociągów i Kanalizacji Sp. z o.o.);
2006 – 2008	President of the Management Board of KGHM Polska Miedź S.A.;
2003 – 2006	Treasurer of the municipality (Gmina) of Ruja;
1999 – 2002	Vice President of the Management Board of the Lower Silesia Investment Company in Lubin (Dolnośląska Spółka Inwestycyjna S.A.);
1998 – 1999	Vice President of the Management Board of the Legnica Special Economic Zone (Legnicka Specjalna Strefa Ekonomiczna S.A.);
1997 – 1998	Vice President of the Management Board of Kwarce S.A. in Mikołajowice;
1995 – 1997	Director of the Financial Policy Department of the Lower Silesia Investment Company in Lubin (Dolnośląska Spółka Inwestycyjna S.A.);
1994 – 1996	Vice President of the Management Board and Co-owner of CVC Sp. z o.o. in Legnica;
1995	Director of warehousing company Zakład Hurtu Świdnica Agros Market Sp. z o. o.;
1995	Director of the Legnica affiliate of Invest Bank S.A. – Wrocław Branch;
1994 – 1995	Director of the company Zakłady Skórzane Chojnów of PPHU ELJOT S.C.;
1990 – 1994	Director of the Economic Policy Department of the Voivodeship Office in Legnica;
1990	Financial-Accountancy Services and Consultancy (Owner);
1989 – 1990	Vice President for Finance-Economics of PWOT INSEL Sp. z o. o. in Legnica (Co-owner);
1988 – 1989	Deputy Chief Accountant of the Voivodeship Council of NOT in Legnica;
1985 – 1987	Head of the Logistics Department of the company Zakład Przemysłu Odzieżowego Elpo in Legnica;
1982 – 1985	Head of the Finance-Economics Department of the company Lokomotywnia Pozaklasowa in Legnica;
1980 – 1982	Trainee – Regional Directorate of the State Railways in Legnica.

Additional professional experience:

Executive posts:

2006 – 2008	Polkomtel S.A. in Warsaw and Kupferhandelsges.m.b.H in Vienna – Member of the Supervisory Board;
1994 – 2005	R-PRH “Giełda Hurtowa” S.A. in Legnica and ANCOR Sp. z o. o. in Polkowice – Member of the Supervisory Board;
1999 – 2001	ANCOR Sp. z o. o. in Polkowice and Danipol Sp. z o.o. in Polkowice – Chairman of the Supervisory Board;

1996 – 1997 ZNM Zanam Sp. z o. o. in Polkowice and CVC Sp. z o.o. in Legnica – Chairman of the Supervisory Board;
1991 – 1994 KGHM Polska Miedź S.A. in Lubin – Member of the Supervisory Board.

Additional business activity:

2007 – 2008 Confederation of Polish Employers – Vice President of the Confederation;
2006 – 2008 Polska Miedź Employers Union in Lubin – Chairman of the Executive Board;
1990 – 1992 SOS Foundation of the Legnica Voivodeship – President of the Management Board.

Vice-chairperson of the Lower Silesian Regional Assembly, Councillor of the Lower Silesian Regional Assembly (4th term)

Mirosław Stanisław Biliński

Vice President of the Management Board of KGHM Polska Miedź S.A. (Development)

Education

Wroclaw University of Economics, Faculty of Management and Information Technology, Master of Business Administration (MBA), (1996);
Wroclaw University of Technology, Institute of Mining, Engineering degree and Master of Science degree in mining, (1985).

Professional qualifications

Eligible to sign off as a Qualified Person as defined under NI 43-101, Canada;
Mine Manager's Certificate of Competency for all non-coal underground mines, Poland;
Certificate of Expertise in underground mining in the years 2007 – 2013, Poland.

Membership in professional associations and institutions

Fellow of the Institute of Materials, Minerals and Mining, London;
Member of the Canadian Institute of Mining, Metallurgy and Petroleum, Quebec;
Former member of the Poland – Japan Economic Committee; and
Former member of the Mining Safety Committee in Katowice.

Career specialisation

Specialises in the management of large mining companies and capital groups, the mining and processing of metals ores, mining projects, managing companies which produce equipment and provide services for mining companies at every stage of mining operations; mine production planning; mine design; strategic business planning in the mining sector; mining analysis, including feasibility studies and due diligence on mining projects; identification of mining projects for potential acquisition; operational performance improvement; mergers; mine projects review and financial evaluation; resource/reserve evaluation under Polish and Canadian laws; preparation of NI 43-101 compliant technical reports.

Professional experience

Has experience in management resulting from over 29 years of work in the mining sector, including in KGHM Polska Miedź S.A. and in the Middle East. Specialises in the management of production and development of large mining companies processing and extracting ores of copper, silver and other metals. Has substantial experience in managing the development of mining companies, overseeing the performance of project managers, working with contractors, as well as managing companies producing machinery and equipment and providing work and services for mining companies. He is also experienced in dealing with banks and institutions

cooperating with mining companies, as well as in dealing with local and national government. Was the person responsible for, and the direct author of, a Definitive Feasibility Study for the construction of an underground copper mine. Has experience in managing mining projects in Asia, Africa and the Middle East.

He is also experienced in acting as a consultant and improving the performance of mining companies. Among others he has been the manager of teams responsible for preparing Feasibility Studies and conducting Due Diligence on mining projects.

Positions held

He began his professional career in 1985 in KGHM Polska Miedź S.A., advancing up the career ladder from Underground Mining Engineer, through Chief Ventilation Officer to Production-Director and First Deputy Managing Director of the Polkowice Mine. Next he was appointed as the Production-Director and First Deputy Managing Director of the Rudna mine, then as the Director of the Ore Enrichment Plants in organisation and Executive Director for Ore Enrichment. He was also Managing Director of the Polkowice-Sieroszowice Mine and Managing Director of the Tailings Management Division.

In the years 2003 – 2005 he served as the Executive Vice-President and Chief Development Officer (CDO) of the Management Board of Remy Sp. z o.o., which is involved among others in the assembly and maintenance of installations for metallurgical and processing plants. He also worked as Managing Director and Proxy to the Management Board for Export in DFM Zanam-Legmet Sp. z o.o., a company of the KGHM Polska Miedź S.A. Group, the primary business of which is the production of machines and equipment for mining.

From 2012 he worked for Mawarid Mining LLC in Oman as General Manager, followed by 3 years as Chief Operating Officer (COO).

In addition, he served as a lecturer in the field of mining and as a consultant.

He has previously served as Chairman of the Supervisory Board of KGHM CBJ Sp. z o.o. and Chairman of the Supervisory Board of Fadroma Serwis – Remonty sp. z o.o. In the years 2001/2002 and 2006 he was a Non-Executive Director of KGHM Polish Copper Limited in London.

In the years 1999 – 2001 and 2006 he was the Vice-President of the Management Board of KGHM Polska Miedź S.A. (Production).

Jacek Rawecki

Vice President of the Management Board of KGHM Polska Miedź S.A. (Corporate Affairs)

Education and professional qualifications:

University of Economics in Wrocław, MBA studies (2012 – present);

planned doctoral dissertation, University of Kardynał Stefan Wyszyński in Warsaw, Faculty of Law and Administration (2016);

University of Wrocław, Master's Degree Studies, Faculty of Social Sciences, Political Science, specialisation in the field of Public Administration (1998 – 2003).

Positions held and professional career:

2015 – present	Member of the Management Board and Co-owner of a construction company in Wrocław (Przedsiębiorstwo Budowlane ARS Sp. z o.o.);
2013 - 2015	Investments Director of PUH BRAJT in Wrocław;
2009 – 2013	President of the Management Board of KGHM Metraco S.A. in Legnica;
2009	Vice President of the Management Board of KGHM Metraco S.A. in Legnica;
2009	Marketing and Development Director of PUH BRAJT in Wrocław;
2007 – 2008	Director of a Local Branch of the Military Property Agency in Wrocław, (Agencja Mienia Wojskowego);
2006 – 2007	President of the Management Board of a coal company in Katowice (Katowicki Węgiel Sp. z o.o.);
1997 – 2007	Owner of a General Construction Plant in Wrocław (Zakład

Ogólnobudowlany).

In addition, he is the sole proprietor of a business.

Additional professional experience:

Member of the Supervisory Board of the following companies (energy industry):

- | | |
|-------------|--|
| 2007 – 2008 | ENERGIAPRO GIGAWAT Sp. z o.o. in Wrocław (Secretary of the Supervisory Board); |
| 2006 – 2008 | GRUPA ENERGETYCZNA KATOWICE Sp. z o.o. in Katowice. |

Additional activities:

- | | |
|----------------|---|
| 2013 - present | European Innovation Partnership (EIP) Operational Groups 4; |
| 2013 | Economic Chamber of Non-Ferrous Metals and Recycling (Izba Gospodarcza Metali Nieżelaznych i Recyklingu) – Member of the Chamber Council. |

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 a civil law partnership or in a partnership, 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 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 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 (unified text: Journal of Laws 2014.133).