

Andrzej Szydło

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

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.

In the years 2021 - 2023 he was a member of the management board of Hyundai Engineering Poland Sp. z o.o., and previously a member of the management board of SPS Inskon Sp. z o.o. Since the start of his professional career, for 25 years, he has been involved with KGHM Polska Miedź S.A. He worked, among others, as a head of the power unit, technical director and executive director of Głogów Copper Smelter and Refinery. 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 also served as a secretary and a chairman of the supervisory board of Energetyka Sp. z o.o. – a company of the KGHM Polska Miedź S.A. Group.

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.). In 2025, he received the award “Zasłużony dla Huty Miedzi Głogów” (In the service of Głogów Copper Smelter and Refinery).

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-Miedź 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 a company, a group, finance in developed groups at the level of the company as well as of the group, the evaluation of the profitability of investments, restructuring and optimising processes, managing financial risk, managing liquidity and developing and executing financing strategies. A manager in Luma Holding (family office), responsible for finances of the entire holding and individual Companies of the Group.

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. As a manager, he has 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 – responsibility for the processes of merger, restructuring and optimisation as well as the setting of development directions.

A graduate of the SGH Warsaw School of Economics with a major in finance and banking as well as international economic relations. He completed doctoral studies in economics. He holds a broker license and completed numerous courses and training.

Mirosław Laskowski
Vice President of the Management Board (Production)

Since the start of his professional career in 1987, he has been connected with KGHM Polska Miedź S.A. In the years 2015 – 2016 he served as Vice President of the Management Board of KGHM Polska Miedź S.A. (among others, Production). He was Director in Divisions of the Company, such as: Rudna Mine Division and Polkowice-Sieroszowice Mine Division.

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 responsible for dealing with the threat associated with excessive mine water inflow to the Żelazny Most Tailings Storage Facility in 2024. 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.

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 Division 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 Polish and 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, 1st, 2nd and 3rd 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.), „Zasłużony dla ZG „Rudna” (In the service of the Rudna mine), „Zasłużony dla KWB Komin” (In the service of the Konin coal mine) and many others. 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.

Anna Sobieraj-Kozakiewicz

Vice President of the Management Board (International Assets)

She is a graduate of the Faculty of Law and Administration at the University of Warsaw and holds a master's degree as Master du Droit in France (specialisation in French and European trade law). Moreover, she also completed post-graduate studies in American law – Center for American Law Studies (University of Florida), Post-Graduate Studies in Public Procurement at the Faculty of Law and Administration at the University of Warsaw as well as a Course in Comparative Law in Strasbourg. She is a chartered member of Supervisory Boards of State Treasury Companies. She served, among others, in the company Haldex S.A. She qualified as a barrister and passed the barrister exam at the Warsaw Bar Association. She is listed as an attorney-at-law at the Warsaw Bar Association. She gained her work experience while specializing in managing large economic entities, in particular in the scope of civil, economic and trade law as well as public procurement law. She was responsible for providing legal services to a public institution supporting the development of high-tech economy. She provided legal counsel as part of the law firm, under which she represented clients during the largest transactions in Poland. She has experience in managing companies with State Treasury ownership.

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