

Jarosław Romanowski

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

Education and professional qualifications:

1991-1996 University of Economics in Poznań, Faculty of Management, major: International Economic and Political Relations, specialty: International Commerce.

Major courses / training:

„Value at Risk” in Luxembourg (Euromoney PLC) – course for Financial Directors regarding means for measuring financial risk (2001)

„Transactions processing and Settlements Workshop”, London (Euromoney PLC) – course for corporate managers of financial risk (2000)

„Maximization of Shareholder Value in the World of Privatization”, Oxford, United Kingdom (1999)

Cycle of training sessions titled „Negotiations as the process of seeking mutual benefits” conducted by the advisory and training firm MODERATOR (1999)

„Derivatives Bootcamp”, Cambridge, United Kingdom (Euromoney PLC) – intensive course on derivative instruments (1998)

„Fundamentals of Risk Management” and “Understanding the 1992 ISDA Master Agreements”, New York (1998)

Course for candidates of supervisory boards of State Treasury companies, completed with an examination by the Examination Commission of the Ministry of the State Treasury (1997/1998)

Studies for investment advisor candidates in Serock, near Warsaw (Privatisation Center Found) (1997/1998)

Certificate of the London Chamber of Commerce and Industry confirming passage of the examination „Spoken English for Industry and Commerce” at the advanced level

Positions held and professional career:

since 2012 KGHM International Ltd., Vice President of the Management Board

2006-2012 KGHM Polska Miedź S.A., General Director for Sales and Risk Management

2003-2006 Tele-Fonika Kable S.A., Vice President of the Management Board (Finance)

2003 KGHM Polska Miedź S.A., General Director for Finance

2002 KGHM Polska Miedź S.A., Director, Department of Analysis and Market Risk

1999-2001 KGHM Polska Miedź S.A., Director, Department of Market Strategy

1998 KGHM Polska Miedź S.A., Acting Director, Department of Market Strategy

1997 KGHM Polska Miedź S.A., Chief specialist

1997 two-month internship in London on price risk management in KGHM Polish Copper Ltd.

1996 KGHM Polska Miedź S.A., Senior specialist

Marcin Chmielewski

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

Education and professional qualifications:

1985-1990 Opole University of Technology, Faculty of Civil Engineering, specialty: Building structures, Master's Degree in Construction Engineering

since 2012 Post-graduate studies – Managing Company Value, Warsaw School of Economics

1993-1995 Post-graduate studies – Banking and Finance, University of Warsaw

Positions held and professional career:

August 2011-September 2013	KGHM TFI S.A., President of the Management Board
September 2008-July 2011	KBL European Private Bankers S.A., Managing Director
June 2006-August 2008	Bank BGŻ S.A., Director of Corporate Center in Wrocław
May 2004-May 2006	DZ Bank Polska S.A., Wrocław Division Director
October 1997- April 2004	BNP-Dresdner Bank Polska S.A., Regional Director in Wrocław
February 1997-October 1997	Raiffeisen Bank Polska S.A., Wrocław Division, Corporate Customer Advisor
July 1992-January 1997	Bank Pekao S.A., Opole Division, Deputy Head of the Loans and Guarantees Department
October 1990-June 1992	Polwod Sp. z o.o. in Opole – private construction firm, Assistant Designer

Jacek Kardela

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

Education and professional qualifications:

1983 –1988 University of Wrocław, Faculty of Social Sciences

since 2012 Doctoral studies EDBA; Institute of Economic Studies of the Polish Academy of Sciences in Warsaw

2011-2012 Post-graduate studies – Production Management; AGH University of Science and Technology in Kraków

2010-2011 MBA studies – Warsaw School of Economics

1998-1999 Post-graduate studies in Corporate Management; Wrocław University of Economics

Courses / training:

Effective leadership – Manager skills training (2007)

Commercial law companies pursuant to legal regulations (2007)

Workshops in Public Procurement for Bidders (2006)

Employee Councils – new Act, and resulting requirements for employers (2006)

Process management according to ISO (2006)

Legal foundations for corporate environmental management (2006)

Finance for Non-Finance Managers (2004)

Waste Management (qualification certificate – State exam) (2004)

Positions held and professional career:

June-August 2013	KGHM ZANAM Sp. z o.o., President of the Management Board
2009-June 2013	DFM ZANAM- LEGMET Sp. z o.o., President of the Management Board
2006-2008	Centrum Badań Jakości Sp. z o.o., President of the Management Board
2004-2005	Miejskie Przedsiębiorstwo Oczyszczania Sp. z o.o. in Lubin, President of the Management Board
2003-2006	MUNDO Sp. z o.o. in Lubin, President of the Management Board
1998-2002	„Zagłębie Lubin” Sportowa Spółka Akcyjna, President of the Management Board
1995-2001	Telewizja Regionalna Województwa Legnickiego Sp. z o.o. in Lubin, President of the Management Board
1994-1995	Town Hall in Lubin, Spokesman
1992-1994	MKS „Zagłębie”, Sport Director
1989-1990	UPUHiP „Lubservice”, Sales specialist
1988-1989	Education Office (Kuratorium Oświaty i Wychowania), Teacher

In addition:

2006	„Zagłębie Lubin” Sportowa Spółka Akcyjna, Chairman of the Supervisory Board
2002-2003	MUNDO Sp. z o.o. in Lubin, Chairman of the Supervisory Board
2000-2002	Zakład Usług Wielobranżowych Sp. z o.o., Deputy Chairman of the Supervisory Board
2000	„KWARCE” SA in Mikołajowice, Member of the Supervisory Board
1997-1998	Miejskie Przedsiębiorstwo Energetyki Ciepłej „TERMAL” SA in Lubin, Deputy Chairman of the Supervisory Board

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 civil law partnerships or partnerships which are competitive with KGHM Polska Miedź S.A. They are not members of bodies of companies which are competitive with KGHM Polska Miedź S.A. They do not participate in any other 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 (Journal of Laws from 2009 No. 33, item 259 with subsequent amendments)