

Jerzy Paluchniak

Vice President of the Management Board (International Assets)

(appointed as of 1 September 2022)

He has been associated with the KGHM Polska Miedź S.A. Group since 2018. From July 2018 to the date of appointment to the Management Board of KGHM Polska Miedź S.A. he worked as Executive Director responsible for, among others, the function of internal audit in the KGHM Polska Miedź S.A. Group, and since March 2020 has been a Member of the Sierra Gorda S.C.M. Owners Council representing KGHM Polska Miedź S.A.

Mr. Paluchniak previously worked in Tauron Polska Energia S.A. in the position of Executive Director for Internal Audit, and he was responsible for internal audit area in all Tauron Polska Energia S.A. Group companies, as well as in Agencja Rozwoju Przemysłu S.A. as Director of the Audit and Risk Analysis Office.

In the years 2018 - 2020 he was a Supervisory Board Member of Polskie Linie Lotnicze LOT S.A. and an Audit Committee Chairman of this Supervisory Board.

In the years 2017-2018 he was a Supervisory Board Member of PKO BP and an Audit Committee and Credit Committee Member of this Supervisory Board, and in the years 2016 – 2017 he was a Supervisory Board Member of PZU SA and an Audit Committee Member of this Supervisory Board.

From 2000 to January 2016 he worked in the audit departments of large international audit companies: consecutively Arthur Andersen, Ernst&Young and KPMG.

A graduate of the University of Economics in Wrocław, in 2005 he received the title of certified auditor no. 10649, and also in the same year he completed all ACCA exams with a positive result. In 2022 he received the title of Executive MBA in Innovation Management in a program organised by the Queen Hedvig Academy and SRI International.

Tomasz Zdzikot

Vice President of the Management Board (Development)

(appointed as of 1 September 2022)

From April 2020 he served as President of the Management Board of Poczta Polska S.A. He is also deputy chairman of the supervisory board of EXATEL S.A. In the years 2020-2021 he was chairman of the Supervisory Board of Poczta Polska Usługi Cyfrowe Sp. z o.o.

From November 2021 Chairman of the Social Advisory Team of the Minister of National Defence for Cyber Security. In December 2021 he was appointed by the President of the Republic of Poland Andrzej Duda to the Council for Security and Defence under the National Development Council.

Previously (2018-2020) he worked in the position of Secretary of State in the Ministry of National Defence. In these years he also served in the function of Plenipotentiary to the Minister of National Defence for Cybersecurity. He was responsible among others for developing, implementing and advancing the program to enhance the capabilities of the Polish Armed Forces to operate in cyberspace.

From 2015 as a Deputy Minister he was associated with the Ministry of the Interior and Administration. He was also Government Plenipotentiary for Preparing State Administration Bodies for Cooperation with the Schengen Information System and Visa Information System. In the past, he also served as an advisor to the Deputy Mayor of Warsaw and advisor to the Masovian Voivode. He was vice president of Centrum Bankowo-Finansowe „Nowy Świat” S.A. – a State Treasury company, and of the University of Warsaw Foundation. For many years he worked in the Legal Department of the Office of the National Broadcasting Council, including as deputy director of the department.

Attorney-at-law, member of the Warsaw Bar Association, graduate of the Faculty of Law at Cardinal Stefan Wyszyński University in Warsaw and of doctoral studies at the Institute of Legal Sciences of the Polish Academy of Sciences. He has also completed, among others, the Top Public Executive program organised by the IESE Business School in Barcelona and Lech Kaczyński National School of Public Administration, as well as MBA studies in Cybersecurity at the Cybernetics faculty of the Jarosław Dąbrowski Military University of Technology in Warsaw, as well as Post-Graduate Studies in Cybersecurity at the faculty of Command and Naval Operations of the Heroes of Westerplatte Naval Academy in Gdynia.

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 entities 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)