

Ewa Banachowicz

Dr Ewa Banachowicz is a graduate of the Faculty of Management of the University of Warsaw. As part of this Faculty, she received the degree of doctor of economics studies in the area of organisation and management, and for many years worked as a lecturer. During this time she held managerial positions in non-governmental organisations: the Polish-American Advisory Foundation for Small Enterprises, and in projects of the World Bank. She created and managed the outsourcing section in Xerox Polska, and subsequently in Arthur Andersen.

She is an experienced manager and economic advisor. She gained this experience while working for more than 10 years in the consulting firm Deloitte, where she carried out projects involving, among others, operational excellence, including optimising processes, creating joint services centers, outsourcing etc. She has also worked for commercial companies, as well as State Treasury companies. The projects carried out were with respect to various functions and scope: transformation, generation of corporate value, cost optimisation of the company as well as implementation of the SAP system.

She most recently served as Director for Business Development in the company Konica Minolta, cooperating outside Poland with cluster countries such as Russia, Ukraine, and the Baltic States.

She has presented her experiences at numerous conferences. She has published many articles and several books on management, in particular franchising and outsourcing.

Prof. Zbigniew Cwiąkowski

Advocate. Partner at SPCG Law Firm (Studnicki Płaszka Cwiąkowski Górski sp.k.)
Head of the Department of Criminal Law and Criminal Procedure at the WSPiA University of Rzeszów. From 1972 to 2023 an employee of the Department of Criminal Law at the Jagiellonian University.

He received the title of professor in social sciences in the discipline of legal sciences on 21 July 2020 by the decision of the President of the Republic of Poland.

Member of the Committee of Legal Sciences of the Polish Academy of Sciences for the term of 2020-2023, also elected for the next term of 2024-2027.

President of the Court of Arbitration for Sport at the Polish Olympic Committee for the term of 2020-2023, also elected for the next term of 2024-2027. Arbitrator recommended in the Court of Arbitration at the National Chamber of Commerce.

Public Adviser to the Minister of Justice - Attorney General for Public Prosecutions.

Author of several dozen scientific publications in the field of substantive and economic criminal law. Co-author of a commentary to the Penal Code and a commentary to the Act on Copyright and Related Rights. Former Minister of Justice and Prosecutor General in 2007-2009.

Attorney or defence counsel in many criminal trials, mainly in the field of economic criminal law.

Przemysław Darowski

Since November 2020, a Member of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group.

He has higher technical education. He commenced professional work in 1997 as a metallurgist, next as a railways rolling stock Specialist in Pol- Miedź Trans Sp. z o.o.

From 2003 Head of the Unit responsible for maintenance planning and settlement as well as Maintenance Control, subsequently Head of the Railways Operations Unit in Głogów.

From 2006 Senior Specialist / Commissioner of the Railway Cars Maintenance Handover Unit. Cooperated with the Gmina (municipality) of Legnica, on behalf of which *Zespół Szkół Technicznych i Ogólnokształcących im. Henryka Pobożnego* (Henryk Pobożny Technical and General School Complex) in Legnica acts as regards the operation of a training and examinations center for train drivers and candidates for train drivers. Former member of the railways commissions in Pol-Miedź Trans Sp. z o.o. which review railway accidents and incidents. Moreover, in the years 2017-2019 served as an Employee Labour Inspector.

Currently Chairman of the Interdivisional Commission of the NSSZ „Solidarność” trade union in Pol-Miedź Trans Sp. z o.o. Member of the trade union Sekcja Krajowa Górnictwa Rud Miedzi NSSZ „Solidarność”. Member of the Management Board of Region Zagłębie Miedziowe of the trade union NSSZ „Solidarność”.

Marcin Kaczanowski

A graduate of higher engineering studies in mining and geology. Connected with KGHM Polska Miedź S.A. since 2006, when he commenced work at the Rudna Mining Division in a measurer position. He subsequently gained experience as an underground miner, becoming familiar with the nature of mining work from the basics. In 2017 he received the position of shift manager of an underground mine section, and was responsible among others for organising the work of a crew and their safety.

From the start of his professional career, he has been actively involved with the trade union NSZZ „Solidarność”, participating in negotiations and initiatives to improve working conditions and worker safety. He represents the employees in the union’s regional and national structures, serving among others as Deputy Chairman of the Board of the trade union Krajowa Sekcja Górnictwa Rud Miedzi, Member of the Management Board of the Region Zagłębie Miedziowe, Member of the Board of the National Secretariat for Mining and Energy and a Delegate to the National Meeting of Delegates.

Piotr Prugar

A graduate of the Law and Administration of Wrocław University. Legal counsel, with many years of experience in the area of legal services and management of economic entities. Since 2024, a Member of the Supervisory Board of KGHM Polska Miedź S.A.

Co-worked as and served as the receiver, liquidator and proxy for company management boards. Served as a representative of creditors in insolvency and restructuring proceedings, among others in GetBack S.A w restrukturyzacji, Hawe Telekom S.A. w restrukturyzacji, Fakos sp. z o.o. (subsidiary of Kopex SA), Technical Glassworks (Huta Szkła Technicznego), Paper Mill in Dąbrowica (Fabryka Papieru w Dąbrowicy), Julia Glassworks (Huta Julia) and others.

Bogusław Szarek

Since 2012, a Member of the Supervisory Board of KGHM Polska Miedź S.A. elected by the employees of the KGHM Polska Miedź S.A. Group.

Since 1982 employed at the Polkowice-Sieroszowice Mine of KGHM Polska Miedź S.A. as a mining machinery and tools mechanic. Secondary technical education.

Since 1992 - Chairman of the Plant Committee of the trade union NSZZ „Solidarność” in the Polkowice-Sieroszowice Mine. Following the merger of the Polkowice mine with the Sieroszowice mine, since 1996 - Chairman of the Plant Committee of the trade union NSZZ „Solidarność” in the Polkowice – Sieroszowice mine.

Chairman of the Board of the trade union Krajowa Sekcja Górnictwa Rud Miedzi NSZZ „Solidarność” in Lubin. Deputy Chairman of the National Secretariat for Mining and Energy of the trade union NSZZ „Solidarność” in Katowice. Member of the National Committee of the trade union NSZZ „Solidarność”. Since 2025, Member of the Energy and Natural Resources Council under the President of the Republic of Poland.

Rafał Szmytke

A manager with many years of experience in strategic management, restructuring and corporate oversight. He has led government agencies and structures of higher education. He specialises in operational and investment management in the tourist, hotel and property sectors.

Since June 2026 he has served as President of the Management Board of Polski Holding Hotelowy, and previously from November 2025 he served in the function of Member of the Management Board.

In the years 2022–2025 and 2007–2016 he served in the function of President of the Polish Tourism Organisation, managing this government agency, jointly creating laws on tourism and the hotel industry, as well as advancing EU programs and coordinating large image campaigns and international events.

He has served in the Board of Directors of the European Travel Commission, being responsible for strategic plans at the European level.

He served in the function of Vice-rector of the Vistula School of Hospitality. In the years 2016–2019 he worked as a Manager for hotel projects in the company Polski Holding Nieruchomości (PHN) where he supervised and managed hotels in the group.

He developed his career among others as Vice Director of the Office of Organisation and Personnel in the Ministry of Health (responsible for internal control and reorganisation of the office), as an expert in the Office of Marketing and Promotion of Poczta Polska S.A. and as Director of the Office of Physical Culture and Tourism.

He completed studies at University of Physical Education in Warsaw. He is a graduate of post-graduate studies in the Faculty of Law and Administration of the University of Warsaw as well as Executive MBA studies conducted in cooperation with the Rotterdam School of Management. He also completed studies in Property Management and in Real Estate Brokerage at Lazarski University.

He has participated in numerous specialty trainings and courses, among others in the discipline of public finances and in the act on public procurement, as well as strategic business planning.

He has rich experience on supervisory boards, among others on the Warsaw Chamber of Commerce, the tourist agency Nadwiślańska Agencja Turystyczna and the Polish Agency for Tourism Development.

Artur Ulrich

Manager with many years of experience. He was involved in establishing companies from scratch, building a European export and distribution network for energy products, and constructing production plants, as well as restructuring and consolidating business entities.

From 1991 to 2005, and then from 2010 to 2025, he was associated with the company Viessmann GmbH (currently a part of the American group Carrier) and served as Executive Director, President of the Management Board, and then President of Export for Eastern Europe and the Middle East. Since January 2025, a Member of the Supervisory Board of KGHM Polska Miedź S.A.

He created export structures of the Viessmann company in Poland and then in other countries. He managed companies belonging to Viessmann in 25 countries of Central-Eastern Europe and the Middle East. He supervised, among others, the construction of the first production plant of the Viessmann company in Poland.

From 2005 to 2007 Artur Ulrich served as President of the Management Board of Kulczyk Holding S.A., one of the largest private groups in Poland, where among others he was engaged in the consolidation and restructuring of Kulczyk Holding. During this time, he also carried out several large investment projects, especially in the energy sector and the real estate sector.

He graduated from the Higher Maritime School in Gdynia, Section of Mechanics, and in 2019 he was granted the title of doctor of economics at the Faculty of Engineering and Economics of the Wrocław University of Economics in the field of social sciences, in the discipline of economics and finance.

He has participated in numerous trainings and courses in the area of management, finances and controlling, among others in Switzerland and Germany. Specialist in the area of energetics. For years he was a member of the management board of the Polish – German Chamber of Industry and Commerce and was a member of the management board of "Europa Forum" in Wrocław.

He received the Silver Cross of Merit – for services rendered in the field of construction.

Joanna Zakrzewska

A manager with many years of experience in the areas of auditing, finance, internal control and corporate governance. She gained her professional experience in Polish and international companies, including in Amazon, Deloitte, KPMG, PLL LOT and Noble Bank.

She began her professional career in financial audit, specialising in analysing and auditing financial statements.

She subsequently enhanced her experience in the areas of internal audit, internal control and risk management, including as the Coordinator of the project implementing the requirements of Sarbanes-Oxley Act (SOX) in Europe.

As Director of Internal Audit, she created and reorganised the area of internal audit, cooperating with management boards and supervisory boards/ audit committees.

She participated in the assessment of internal control systems and supported the processes of risk identification, assessment and mapping.

A graduate of the Faculty of Economics, majoring in Organisation and Management. As part of a scholarship, she also studied at Hogeschool voor Economisch Administratief Onderwijs in Arnhem in the Netherlands.

Completed postgraduate studies in "Business Psychology" at the Leon Koźmiński Academy.

She holds the FCCA (Association of Chartered Certified Accountants) qualification and the CIA (Institute of Internal Auditors) certificate.

For many years she has been actively associated with the ACCA environment, including as Chairperson of the ACCA Poland Panel.

She is a member of Management Board of the Institute of Internal Auditors IIA Poland, the Association of Independent Non-Executive Directors and Chapter Zero Poland.

A lecturer at MBA studies, speaker and author of publications on corporate governance, negotiations, auditing and responsible management.

Łukasz Żelewski

A graduate of the Faculty of Mathematics and Physics of the University of Gdańsk. A manager with 35 years of experience, specializing in managing multi-employer and network businesses. He co-created strategies for large and complex businesses. He has organized corporate governance systems. He has experience in restructuring processes. He is an enthusiast of non-linear thinking, escaping patterns and procedures. Currently he serves in the Supervisory Board of KGHM Polska Miedź S.A.

He has worked among others in the Management Boards of Poczta Polska S.A., Agencja Rozwoju Pomorza S.A. and Energa Oświetlenie Sp. z o.o. He served as Director of the Department of Economy and Infrastructure at the Marshal's Office of the Pomeranian Voivodeship. He also ran his own business. He was a member of numerous supervisory boards, including Międzynarodowe Targi Gdańskie S.A. and DENIS System sp. z o.o., and participated in the work of the Senate of private universities. He was a member of the Council of the Pomeranian Chamber of Commerce and the Pomeranian Entrepreneurship Council.

The appointed Members of the Supervisory 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 6 of the Decree of the Minister of Finance dated 6 June 2025 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.