

Level and structure of employment in the KGHM Polska Miedź S.A. Group

The highest employment is in the Parent Entity. In 2011 the average level of employment was 18 578 positions. Among the remaining Group companies the highest average number of employees in 2011 was recorded in the following entities (in positions):

ZANAM-LEGMET Sp. z o.o. – 1 722,
PeBeKa S.A. – 1 596,
POL-MIEDŹ TRANS Sp. z o.o. – 1 093,
NITROERG S.A. – 991.

The changes in the level of employment in the KGHM Polska Miedź S.A. Group was due to changes in the Group's structure, mainly due to an increase in the number of Group entities.

Average employment by period (positions)

Description	2010	2011
White-collar workers	10 051	9 149
Blue-collar workers	20 877	22 034
Total	30 928	31 183