**Arrangements with Trade Unions operating on behalf of employees of PKP CARGO S.A. Units and Head Office**

Current report no. 8/2022 of 1 March 2022

# *Legal basis (selected in ESPI):*

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|  | ***Article 17(1) of MAR – confidential information.*** |

In reference to Current Report No. 19/2021 of 27 August 2021, the Management Board of PKP CARGO S.A. (“**Company**”) hereby reports that in performance of the Agreement signed on 27 August 2021 stipulating that talks regarding the implementation of a systemic salary raise from 1 April 2022 would be undertaken by 31 January 2022, on 1 March 2022 the Company requested the Trade Unions operating on behalf of employees of PKP CARGO S.A. Units and Head Office (“**Trade Unions**”) to extend the pending social dialog at least until the evaluation of the Company’s financial performance of 2021 and Q1 2022 and consequently to defer any potential decisions on systemic salary raises.

In connection with the fact that the Trade Unions upheld the postulates of implementing the salary raise as of 1 April 2022, the Parties signed a protocol ending the social dialog on 1 March 2022.

Legal basis: Article 17(1) of Regulation (EU) No. 596/2014 of the European Parliament and of the Council on Market Abuse.