1. Was an agreement reached at the 8 March 2024 meeting with the trade unions and employees?
2. If so, then on what terms was the agreement reached?

On 1 December 2023, a meeting was held between the Parties to the Company-Level Collective Bargaining Agreement within the framework of social dialogue on wage increases. During the meeting, the following two documents were signed:

1) Agreement with three Trade Union Organizations, under which an average increase by PLN 430.00 per employee for staff compensated in accordance with the Company-Level Collective Bargaining Agreement and, correspondingly, for staff compensated in accordance with the wage index was put into effect as of 1 January 2024.
2) Statement of Differences of Opinion, in which the eight Trade Union Organizations participating in the negotiations upheld their demand to implement the raise as of 1 October 2023 in an average amount of PLN 400 per employee for staff compensated in accordance with the Company-Level Collective Bargaining Agreement and, correspondingly, for staff compensated in accordance with the wage index.

In light of the failure to satisfy the demand of the Trade Union Organizations to implement the wage increase as of 1 October 2023, a collective dispute was initiated on 1 December 2023.
During the negotiations held on 10 January 2024, the parties to the collective dispute failed to reach an agreement and, as a consequence, in accordance with the provisions of the Act on the Resolution of Collective Disputes, a Statement of Differences of Opinion was prepared. The signing of the Statement terminated the bargaining stage, whereby the collective dispute, in accordance with the provisions of the Act on the Resolution of Collective Disputes, entered the mediation stage.
A mediator was appointed by the Minister of Family, Labor and Social Policy. Four mediation meetings were held on the following dates: 31 January 2024, 6 February 2024, 28 February 2024 and 25 March 2024. The last meeting ended with the signing of a statement of differences of opinion.

3. Is the threat of a general strike still looming?

The Company is conducting an intense partnership-based dialog with social stakeholders. We hope that through joint efforts we will be able to work out solutions that will significantly improve the operational efficiency of our organization, which will be reflected in reduced expenses without compromising customer satisfaction.

4. When will the uncertainty regarding management of PKP CARGO be resolved?

The Company has no knowledge in this regard. The powers to make changes in the composition of the PKP CARGO S.A. Management Board are vested in the PKP CARGO S.A. Supervisory Board.

5. Will Mr. Dariusz Seliga, the previous President of the Company's Management Board, recently suspended by the Supervisory Board, be reinstated? Or should it be expected that the position will be taken over by the currently acting President of the Management Board, Mr. Maciej Jankiewicz? When will personnel decisions settling this issue be made?

Decisions regarding changes in the composition of the PKP CARGO S.A. Management Board remain the responsibility of the PKP CARGO S.A. Supervisory Board.

6. To date, the norm has been the publication of preliminary quarterly financial performance indicators. Will PKP CARGO S.A. return to this good practice?

The Company's estimated interim financial performance indicators are published in accordance with the grounds arising from Article 17 MAR. After each analysis of estimated periodic figures based on the definition of “inside information,” the PKP CARGO S.A. Management Board makes a decision on the public disclosure of the Company’s estimated financial results.

7. A statement by Mr. Maciej Jankiewicz regarding additional expenses of PLN 20.9 million was attached to the quarterly report of 29 November 2023. Has this amount been entered in the accounting records properly?

In the Company’s opinion, the amount of the interest in question has been properly posted in the Company’s accounting ledgers.

8. Has management of PKP CARGO S.A. devised a strategy (plan) for restoring the Company’s good repute? Please be specific.

The Company has prepared an underlying strategy for the PKP CARGO Group. The document has been reviewed by members of various teams responsible for dealing with specific markets. The strategy will be presented when the management board is complete and, after the final verification thereof, decides collectively to take the responsibility for its implementation.

Despite the sector’s challenging situation, the Company is carrying out design work on concepts that are expected to generate significant improvements in process efficiency in the medium term.

9. What measures does the Company intend to take to regain its lost share of the freight market?

The Company operates in a promising but competitive market. In recent months, along with the deterioration of the economic situation and the unfavorable trends prevailing in the sector, the Company has been aligning its offering with the needs of customers. The PKP CARGO S.A. Management Board is currently focusing on developing the Company’s sales proposal for customers, improving the quality of services, energizing and engaging in activities aimed at expanding the portfolio of orders and optimizing costs.

10. What is the Company’s current financial standing? Does the Company have the requisite financial resources or support mechanisms in place that would compensate for the decline in transported cargo and would secure the Company’s interests in this tougher period?
11. Is the Company considering the possibility of issuing shares or obtaining external financing in the next six months? How likely are these actions?

The Company has aligned its needs and capabilities in terms of rolling stock to the needs of the market. The Company’s operations are financed using current own funds and available external financing sources. The PKP CARGO Group is taking steps to ensure the availability of tools supporting the financing of operating and investing activities in the medium term.