

## **Further decisions regarding collective redundancies at PKP CARGO S.A. under restructuring**

Current report No. 85/2025 of September 18, 2025

*Legal basis (selected in ESPI):*

*Art. 17(1) MAR – confidential information*

The Administrator of the Rehabilitation Estate of PKP CARGO S.A. under restructuring (the “Administrator”) hereby announces that on September 18, 2025, it made a decision, preceded by prior approvals of the Management Board and Supervisory Board, and informed the Judge-Commissioner of its intention to take ad hoc rehabilitation measures- to carry out collective redundancies at PKP CARGO S.A. under restructuring (“Company”, “PKP CARGO”) pursuant to the Act of March 13, 2003 on special rules for terminating employment relationships with employees for reasons not related to the employees.

The Company announced its intention to carry out further collective redundancies in Current Report No. 34/2025 on June 6, 2025.

One of the alternatives to further restructuring in the area of employment was to terminate the Company Collective Bargaining Agreement as of October 31, 2025. The above proposal, which was not accepted by the trade unions, would, in the Company’s opinion, ensure savings equivalent to those envisaged in the group layoffs planned for 2025.

Up to 500 employees in various professional groups will be affected by the collective redundancies, in a period that has been tentatively set to last until September 30, 2025. The collective redundancy process was preceded by an analysis of all positions, taking into account, among other things, efficiency, importance of key operations, and potential for adaptation in new organizational structures. The priority of the process will be to minimize the negative impact on key areas of PKP CARGO’s operations.

Employees who are made redundant as part of a collective redundancy will be entitled to severance pay depending on their length of service.

The collective redundancies at the Company will be financed from the proceeds of the sale of freight wagons taken out of operational use, as announced by the Company in its current report No. 84/2025 in September 9, 2025, up to an amount not exceeding PLN 35 million.