

1. Does PKP CARGO S.A. have a strategy for the development of the intermodal and automotive sectors in Poland and abroad? If so, what does this strategy look like?

Work on the restructuring strategy for PKP CARGO S.A. and the Capital Group is ongoing. The results of this work will be finalized in the form of a document after the approval of the Restructuring Plan, which is naturally part of it. The intermodal and automotive segment is one of the pillars of the Company's and the Capital Group's development. The Company is consistently implementing a program to increase intermodal transport.

2. How many automotive and intermodal trains does PKP CARGO S.A. operate on average per day? And on which routes?

PKP CARGO S.A. under restructuring, operates approximately 20-30 intermodal trains and 8-10 automotive market trains daily.

The most frequent routes are those from Polish ports, terminals in Gdańsk/Gdynia to/from terminals located in Poland, e.g., Gądko near Poznań, Poznań Franowo, Kąty Wrocławskie, Warsaw Praga, Łódź Olechów, and Sławków Południowy.

In terms of international transport, Independent transport is carried out within the NJS from Małaszewicze to Germany and Poland, and from the port of Gdańsk to the Czech Republic (Ostrava).

We also provide independent transport to Italy (Piacenza, Melzo Scalo) from Poland to the Austrian-Italian border (Tarviso).

As for automotive transport, we provide services from Tychy to Italy (independently in Poland and the Czech Republic) and Belgium, as well as between Września and Emden (independently along the entire route), Zeebrugge – Mszczonów, Zduńska Wola Karsznice – Rotterdam (independently along the entire route), and transport within the PKP CARGO S.A. group between Kraków Podłęże and Lambach (Austria).

3. Is PKP CARGO S.A. talking to customers about how to better meet their needs? If so, which customers?

The company conducts discussions with both current and potential customers in order to better tailor its services to their needs. These discussions are held regularly by all offices and departments, covering a wide range of topics: from rolling stock requirements, transport logistics, and delivery times to loading methods, shipping, transshipment, customs services, storage, raw material screening, sports transport services, and last-mile deliveries. In response to customer suggestions, the offer of ferry crossings, wagon sets tailored to the specific nature of the cargo, as well as forwarding activities in Ukraine, despite the difficult war conditions, is being developed. As a result of the discussions, specific actions are being taken. Comprehensive logistics services are being created, including for the construction sector, where, in addition to transport, loading, unloading, stockpiling, removal, and work train services for railway investments are offered. Customers are increasingly willing to openly share their opinions, which shows that trust in the Company is being rebuilt. Customers share

valuable tips on what they think the competition does better, and also point out what changes we could make to improve cooperation and better meet their expectations.

In recent months, significant changes have taken place in the organizational structure of the commercial division of PKP CARGO S.A. New offices and departments corresponding to specific product groups have been created with the aim of bringing commercial services closer to the market and shortening the response time to contractors' expectations and decision-making. A regional office has been created to intensify the acquisition of small and medium-sized regional contractors. As a strategic area of the Company's development, the International Transport Department has been separated and placed under the direct supervision of the Member of the Management Board for Commercial Affairs.

4. Why does PKP CARGO S.A. dispatch some trains too early, so that the train is uncoupled during the journey and recoupled with a new locomotive in a day or two? This generates additional costs.

The organization of transport is very complex, as many entities are involved in the transport process. The sender and recipient determine the start dates, arrival dates, and wagon delivery dates. The infrastructure manager has a significant impact on the ability to adjust dates and plays a key role in obtaining the date. Very often, the deadline for completing loading and the need to vacate the siding does not correlate with the deadline for the smooth delivery of wagons to the siding, which is used by various carriers. Access to public tracks is provided by the infrastructure manager through the timetable. Another common reason for trains to be stopped is bulk recipients who accept trains from several directions and several carriers for unloading and, due to congestion or other operational problems, cause delays in transport. The situation is similar with seaports, which allocate so-called "entry windows" to carriers, which are often not correlated with the dates of wagon dispatch. The PKP CARGO S.A. Capital Group, currently undergoing restructuring, is taking steps to best align all dates and make transport as efficient as possible.

5. Why do PKP CARGO S.A. transports differ from PKP CARGO International, which are planned so that trains run when the maximum capacity of the railway lines is available, as is the case with the Podłęże-Lambach automotive connection? Are there any discussions at the dispatch center to run trains and purchase timetables at such times that trains can reach their destination without unnecessary stops caused by, for example, passenger transport? the Dispatch Office to run trains in such a way and to purchase timetables at such times that the train reaches its destination station without unnecessary stops caused, for example, by passenger transport?

As a rule, PKP Cargo Intermodal (PKPCI) does not always operate in the same market segments as PKP CARGO. This is due, among other things, to the specific nature of the markets in which PKPCI operates. In addition, PKPCI's activities are strategically designed to complement those of its parent company and focus on long-distance international transport in the north-south corridor. As for the technical side of the question, when planning trains, it is crucial to organize and carry out transport in such a way as to be on time for loading and unloading. When planning departure and arrival times, factors such as the fees incurred by the Company for standing on the tracks, occupancy at the departure/destination station or

intermediate stations (others would have to be provided by the dispatcher, as they submit requests for RJ directly) are also taken into account. When we receive the timetable, we expect to have reserved capacity even in the event of increased passenger traffic during this period.

6. Is there a precise repayment schedule for our creditors, and if so, what does it look like? If so, what does it look like?

PKP CARGO SA, currently undergoing restructuring, has submitted preliminary Arrangement Proposals as part of the restructuring proceedings, which are subject to further negotiations with Creditors and will only become a binding document once they have been accepted. As at the date of this response, the Creditors' Council has submitted a request to the Judge-Commissioner to extend the original deadline for it to express its opinion on the Restructuring Plan and the above-mentioned Arrangement Proposals of November 15, 2025, to January 31, 2026. In the opinion of the Creditors' Council, the extension of the above-mentioned deadline will allow for a thorough analysis of the documents presented by the Company and the Rehabilitation Administrator, and thus for the formulation of a final and justified opinion on the above-mentioned documents.

7. What will the personnel policy look like for next year? How many people are to be laid off? Please provide information on how many administrative and how many operational positions will be affected.

Issues concerning the principles of shaping the Company's personnel policy are specified in the Restructuring Plan of PKP CARGO S.A. in restructuring, submitted on June 30 this year.

At this point, no further actions are being taken by the Company in the area of employment reduction. In the information on the intention to carry out collective redundancies dated June 6 this year (contained, among others, in the Current Report of PKP CARGO S.A. in restructuring No. 34/2025), the Company announced a plan to implement another round of collective redundancies in 2026. However, it should be noted that in the update concerning the intention to carry out collective redundancies, submitted to the Trade Union Organizations and the Labor Office of the Capital City of Warsaw on August 11 this year, the Company announced that the intention to carry out collective redundancies in 2026 is not confirmed (see also: <https://www.pkpcargo.com/pkp-cargo-rozpoczyna-proces-zwolnien-grupowych/> of September 18, 2025). Any possible changes to this situation will depend on a re-verification and assessment of the level of transport work performed and the Company's financial situation after the 2025 financial year. However, PKP CARGO S.A. in restructuring is taking all possible steps in the commercial and financial areas to maintain the proper direction of restructuring activities and ensure stable employment for the employees remaining in the Company.

The planned restructuring of the remuneration system will also have an impact on the area of personnel policy at PKP CARGO in 2026. Currently, PKP CARGO S.A. under restructuring is implementing a job evaluation process. The Company also has a Bonus Team appointed by a

resolution of the Management Board of PKP CARGO S.A. under restructuring. These processes are being implemented in the context of planned work on amendments to the Company's Collective Bargaining Agreement (currently in a notice period until June 11, 2026) and the implementation of a more effective incentive system.

The general directions of HR policy in 2026 will also be influenced by the further centralization of individual areas of PKP CARGO S.A. in restructuring after the implementation of the single employer concept on August 1, 2025 - continuing the standardization of procedures, adapting the regulations of organizational units, and the ongoing integration of employees within a single, consolidated entity.

8. Is the company considering selling rolling stock that has not undergone Major Repairs P5? So that locomotives and wagons either work or are sold?

On September 16, 2025, following a tender procedure, PKP CARGO S.A. under restructuring concluded an agreement for the sale of 6,696 wrecked railcars. The sale of rolling stock is one of the key elements of the Company's Restructuring Plan. Further sales procedures will be announced after the Company's Restructuring Plan has been approved or after the sale has been approved by the Judge Commissioner.

9. What does PKP CARGO S.A. intend to do about the reconstruction of line 93 between Czechowice Dziedzice and Zebrzydowice? Are any measures being taken to improve the running of our trains in this area? If so, what are these measures?

PKP PLK S.A. Infrastructure Manager (PLK) has been carrying out intensive comprehensive reconstruction of mainline and station tracks from the Czechowice-Dziedzice Ochodza station through the Zebrzydowice station (thorough reconstruction) to the Poland/Czech Republic border crossing – Petrovice u Karvine station (length: 25.123 km) since 2024. For more detailed information, we recommend contacting the infrastructure manager directly, who is more appropriate to address this issue.

In view of the outcome of the tender for the sale of real estate located in Warsaw, Praga Północ, Gołędzinowska Street, with a starting price of PLN 55 million, and in connection with public allegations of obstructing the finalization of the sale transaction, made publicly by RegioJet (link to the article: <https://regiojet.pl/aktualnosci>), we hereby submit questions pursuant to Article 428 § 6 of the Commercial Companies Code:

10. When will the sale of the property in question be finalized?

The proceedings are conducted in accordance with the Company's regulations governing proceedings and the Terms and Conditions of Sale (SWS). The proceedings will be concluded after the process has been carried out in the manner provided for in the above-mentioned documents.

11. What are the actual reasons for the failure to finalize the sale of the property in question and why was the public not informed about the results of the tender for three months?

The tender for the sale of the above-mentioned property is still ongoing, and the results of the proceedings will be announced in the manner provided for in the SWS.