

- 1. What is the current status of the tender for the property at Gołędzinowska Street in Warsaw for PLN 55 million? I would like to see the terms and conditions of sale specified by PKP CARGO S.A. and know whether the Management Board intends to sell this property to the entity that wins the tender.**

The proceedings in question were conducted on a competitive basis, i.e., an open tender, which means that the SWS documentation was available on the purchasing platform to all parties interested in the proceedings. Currently, the SWS documentation is temporarily available on the Company's website:

<https://www.pkpcargo.com/nieruchomosci-pkp-cargo/warszawa-praga-polnoc-ulica-goledzinowska/>

Currently, following the conclusion of negotiations, the Company is awaiting the signing of the Negotiation Protocol by the Bidder. The Company will provide information on the further course of proceedings and any subsequent actions regarding the sale of the property in accordance with the adopted communication procedure.

- 2. Please update the information. What specific measures are being taken to reduce the costs of PKP CARGO S.A. in restructuring in individual organizational units?**

The company aggregates costs at the level of individual organizational units, and cost-cutting measures cover all organizational units. Below we present the most important measures.

The company has taken steps to reduce property lease and rental costs, and has selected its own properties for sale. With regard to leased properties for which contracts have already been terminated, the projected annual savings amount to approximately PLN 11 million. An example of the largest savings in this area is the termination of the lease of an office building in Katowice, where the annual savings amount to approximately PLN 2.8 million. In addition to savings related to rent, the termination of the use of these properties will eliminate the costs of their ongoing maintenance and future renovations.

With regard to properties intended for sale, tender procedures have been announced for properties in four locations to date – three of them have been invalidated and the procedure for re-announcing the sale of these properties is currently underway. In addition, the Company has selected properties in other locations for sale – the process of updating the appraisal reports and obtaining the consent of the Judge-Commissioner for their sale is currently underway.

The Company also conducts activities aimed at adjusting its operating resources to its needs, which resulted in a reduction in the Company's operating costs in 2024-2025. This process is ongoing and its effects will also be visible in subsequent periods. The level of operating costs (excluding depreciation and amortization, write-downs, value of materials sold, and other operating costs) amounted to: in Q4 2024 - PLN 654.4 million, Q1 2025 - PLN 618.9 million, Q2 2025 - PLN 595.5 million, and Q3 2025 - PLN 585.3 million, and continues to show a downward trend, i.e., Q1 2025 vs. Q4 2024 - a decrease of 5.4%, IIQ 2025 vs. IQ 2025 decrease by 3.8%, IIIQ 2025 vs. IIQ 2025 decrease by 1.7%.

The decrease in costs in the indicated periods was mainly the result of measures taken in the second half of 2024 and the third quarter of 2025, including the optimization of the employment area and the adjustment of the employment level to the Company's

operational needs, i.e. directing employees not to work or carrying out collective redundancies in the second half of 2024 and in the second half of 2025.

The decision to implement the collective redundancy procedure was consistent with the assumptions of the Company's Restructuring Plan, submitted on June 30, 2025, and preceded by a period of consultation with the company's trade unions. The administrator of the restructuring estate informed the judge-commissioner of the intention to take ad hoc restructuring measures – to carry out collective redundancies – both in 2024 and in 2025, and the judge-commissioner did not raise any objections to the intention to carry out collective redundancies.

Level of implemented job cuts:

- Collective redundancies in 2024: 2,515 employment contracts were terminated, while 1,150 employees left the Company for other reasons, i.e., natural attrition, such as retirement or expiry of employment contracts.
- Group layoffs in 2025: the employment relationship was terminated with a group of 450 employees.

As of December 31, 2025, the Company employed 8,415 people. Before the collective redundancy procedure was launched at the end of 2024, the Company employed 13,376 people.

The optimization measures implemented by the Company related to the adjustment of employee needs and operational resources used to conduct the Company's business will contribute to further reductions in costs in the coming years, including:

- employee costs (including salaries and social security contributions, company social benefits fund, health and safety benefits, training, business travel expenses, PFRON),
- property rental, including maintenance and repairs (including Rolling Stock Maintenance Points),
- maintenance of machinery and equipment, means of transport, and ICT resources,
- office supplies and services.

Thanks to the effective implementation of staff reductions, the sale of non-operating assets, and the termination of leases and tenancies, the Company remains fully operational. The Company is not stopping there, however, and is implementing a number of scattered optimization initiatives. The combined effects of these measures will be presented in the financial results for 2025, which the Company plans to publish on April 28, 2026.

**3. What is the current organizational structure of PKP CARGO S.A. under restructuring? Do we still have seven company divisions, and how many sections do we currently have? If you have a map of the company's divisions, please send it to me.**

On August 1, 2025, new Organizational Regulations of PKP CARGO S.A. under restructuring were implemented, according to which the Company operates as a single organization without a plant structure.

The Company's new, uniform, and more integrated organizational structure consists of organizational units directly subordinate to the Members of the Company's Management Board (offices, departments, teams), within which executive sections operate: transport,

rolling stock maintenance, infrastructure maintenance, organized into field areas of operation.

The following sections currently operate within the structures of the three offices:

- 22 transport and operations sections have been created in the Transport Management Office of PKP CARGO S.A. under restructuring,
- 14 rolling stock maintenance sections have been created in the Rolling Stock Office of PKP CARGO S.A. under restructuring,
- 9 infrastructure maintenance sections have been created in the Infrastructure Office of PKP CARGO S.A. under restructuring.

The company does not maintain a map of its plants due to their liquidation as described above.