

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

Current Report No. 3/2023 of 24 January 2023

*Legal basis (selected in ESPI):*

*Article 17(1) of MAR – inside information*

In reference to Current Report No. 15/2022 of 27 April 2022 and Current Report No. 17/2022 of 24 May 2022, the Management Board of PKP CARGO S.A. (“Company”) hereby reports that as a result of the mediations held on 18 January 2023 as part of the procedure to resolve a collective dispute for the implementation of a systemic salary increase pending between the Company and the Trade Unions (“Trade Unions”) that are parties to the Collective Bargaining Agreement for Employees of PKP CARGO S.A. Units, an agreement was signed that provides for a salary increase to be granted to Company employees as of 1 January 2023.

The cost of the employee compensation increases estimated by the Company will amount to approx. PLN 166 million.

The raises agreed upon in the agreement satisfy the postulates of the Social Partners.

The Trade Union Partner, which authored the joint appeal of the Trade Unions to employees dated 23 November 2022 not to agree to changes in work schedules, hereby revokes this appeal.

In view of the above, the Parties consider the collective dispute launched by the statement of 1 March 2022 to have ended.

Specific legal basis:

*Article 17(1) of MAR – inside information*