

REPORT
on the completed recruitment procedure for the positions of
President of the PKP CARGO S.A. Management Board, PKP CARGO S.A.
Management Board Member in charge of Finance, PKP CARGO S.A. Management
Board Member in charge of Commerce and PKP CARGO S.A. Management Board
Member – Employee Representative

This Report has been prepared in accordance with the provisions of § 1 and § 15 section 1 of the *Bylaws for Appointing Management Board Members in PKP CARGO S.A.*

I. In connection with the provisions of § 14 sec. 6 item 3 of the Articles of Association of PKP CARGO S.A., the PKP CARGO S.A. Supervisory Board appointed the Nomination Committee of the PKP CARGO S.A. Supervisory Board ("**Committee**") to prepare, organize and carry out the recruitment procedure:

- 1) for the positions of: President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance, PKP CARGO S.A. Management Board Member in charge of Commerce – pursuant to Resolution No. 9/VII/2022 of the PKP CARGO S.A. Supervisory Board of 13 January 2022,
- 2) for the position of PKP CARGO S.A. Management Board Member – Employee Representative – pursuant to Resolution No. 14/VII/2022 of the PKP CARGO S.A. Supervisory Board of 9 February 2022.

In the performance of the said Resolutions of the Supervisory Board, on 16 February 2022 in a daily newspaper with a nationwide coverage and on the website of PKP CARGO S.A. (hereinafter also: "**Company**"), pursuant to Resolution No. 13/VII/2022 of the Company's Supervisory Board of 9 February 2022, to which a dissenting opinion was submitted regarding the absence of a minimum experience criterion in the TFL industry for candidates and Resolution No. 15/VII/2022 of the PKP CARGO S.A. Supervisory Board, an announcement ("**Announcement**") was published on the commencement of the recruitment procedure for the positions of: President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member – Employee Representative, containing the following detailed formal requirements for the positions covered by the said recruitment procedures:

- 1) higher education,
- 2) no less than 10 years in service, where the service includes all forms of employment or provision of services, such as: employment contract, service contract, management contract, etc.,
- 3) at least 5 years of experience in senior management positions,
- 4) enjoyment of full public rights,
- 5) holding of full legal capacity,
- 6) not being subject to any legally prescribed restrictions or bans from holding the position of management board member in commercial partnerships and companies, with a special consideration to the provisions of Article 22 Section 2 of the Act on the Rules for Managing State Property,
- 7) representation on good command of a foreign language (English as the preferred language or German or Russian),
- 8) representation on not being currently indicted in pending criminal and fiscal criminal proceedings,

- 9) representation on not having been convicted with a final and non-appealable court judgment for the commission of an intentional offense,
- 10) representation on agreeing to the collection of references by PKP CARGO S.A. subject to notifying the candidate of such action,
- 11) representation on agreeing to the processing of the candidate's personal data for the purposes of the recruitment procedure reading as follows: "Pursuant to Article 6 Section 1a of the General Data Protection Regulation of 27 April 2016 (OJ EU L 119, 4.5.2016), I agree to the processing of my personal data for the purposes of the recruitment procedure for the position of Management Board President/Management Board Member of PKP CARGO S.A."

The candidates were additionally required to attach the following to their applications:

- a) original documents or official copies of documents confirming the candidate's qualifications (including among others a university or post-graduate diploma, work certificates) and satisfaction by the candidate of the criteria concerning the position, for which he/she has applied,
- b) cover letter with a curriculum vitae containing a description of the candidate's experiences and achievements in his/her past professional career,
- c) first name and surname with mailing address, contact phone number and e-mail address.

The candidates were required to submit their applications by 10.00 a.m. on 17 March 2022 by e-mail to the specified e-mail address: 2022.zarząd.konkurs@pkpcargo.com.

II. On 17 March 2022 at 1:00 p.m., the Nomination Committee of the PKP CARGO S.A. Supervisory Board assembled at the PKP CARGO S.A. head office at ul. Grójecka 17 in Warsaw, in the following composition:

- 1) Ms. Zofia Dzik – Chairwoman of the Committee,
- 2) Ms. Izabela Wojtyczka – Committee Member,
- 3) Mr. Paweł Sosnowski – Committee Member,

with Ms. Joanna Ziemak, a representative of PKP CARGO S.A. acting upon orders from PKP CARGO S.A. to provide administrative support for the recruitment procedure.

At 1:00 p.m., the Committee Members gained access to the documents sent to the e-mail address: 2022.zarząd.konkurs@pkpcargo.com and ascertained that applications had been sent to this address by ten (10) candidates, including:

- (a) four (4) for the position of President of the Management Board,
- (b) three (3) for the position of Management Board Member in charge of Finance,
- (c) two (2) for the position of Management Board Member in charge of Commerce,
- (d) one (1) for the position of Management Board Member – Employee Representative.

Then, the Committee Members analyzed the applications to verify conformity of the candidates with the formal requirements for the positions covered by the recruitment procedures.

Having reviewed the applications sent by the candidates, the Committee adopted the following Resolutions:

- No. 15/2022 of 17 March 2022 to admit two (2) candidates for the Management Board Member in charge of Finance to the next stage of the procedure, i.e. interviews, of whom one (1) candidate conditionally.
- No. 16/2022 of 17 March 2022 to admit two (2) candidates for the Management Board Member in charge of Commerce to the next stage of the procedure, i.e. interviews.

- No. 17/2022 of 19 March 2022 to admit one (1) candidate for the Management Board Member – Employee Representative to the next stage of the procedure, i.e. interviews.

Four applications were rejected due to failure to fulfill the formal requirements.

In the case of one candidate applying for the position of President of the Management Board, due to certain doubts as to the candidate's compliance with the formal requirements laid down in the Announcement (resulting from the submitted statement on pending criminal proceedings), the Committee carried out additional reviews, including on 23 March 2022 when it commenced work on requesting an independent legal opinion that would serve as the basis for the decision to admit or reject a candidate to the next stage of the procedure.

Moreover, on 22 March 2022, another application for the position of Management Board Member in charge of Finance was sent to the e-mail address specified in the Announcement. The Committee ascertained that this application was sent within the time limit specified in the Announcement, but to the wrong e-mail address. The reason for this may have been a possible error in the hyperlink to the e-mail address provided in the Announcement.

On 20 May 2022, the Nomination Committee adopted a relevant report on the opening process of the applications received.

Pursuant to Resolution No. 13/VII/2022 of the PKP CARGO S.A. Supervisory Board of 9 February 2022 and Resolution No. 15/VII/2022 of the PKP CARGO S.A. Supervisory Board of 9 February 2022, the Committee agreed that interviews with the candidates will be conducted by the PKP CARGO S.A. Supervisory Board Members on 21-22 March 2022 in the Company's head office at ul. Grójecka 17 in Warsaw, on the dates specified in the Announcement.

All PKP CARGO S.A. Supervisory Board Members were informed of the schedule of interviews and obtained remote access (over the Internet) to the curriculum vitae of the candidates qualified for the next stage of the recruitment procedure.

On 18 March 2022, a person selected by the Committee Chairwoman contacted five (5) candidates admitted to the next stage of the recruitment procedure over the telephone and informed them about the date and location of their interview with the PKP CARGO S.A. Supervisory Board (hereinafter also: "**Supervisory Board**"). The information was provided to each of the candidates also by e-mail.

III. On 21 March 2022 at 2:00 p.m., the Supervisory Board commenced interviews with two (2) candidates for the position of PKP CARGO S.A. Management Board Member in charge of Commerce; the interviews ended at 5:00 p.m.

On the part of the Supervisory Board, the following eight (8) Supervisory Board Members took part in the interviews held on 21 March 2022:

- 1) Ms. Zofia Dzik – Chairwoman of the Nomination Committee,
- 2) Ms. Izabela Wojtyczka,
- 3) Mr. Paweł Sosnowski,
- 4) Mr. Krzysztof Czarnota,
- 5) Mr. Antoni Duda,
- 6) Mr. Dariusz Górski, by videoconferencing,
- 7) Mr. Tadeusz Sośnierz,

8) Mr. Tadeusz Stachaczyński,

On 22 March 2022 at 2:00 p.m., the Supervisory Board commenced interviews with two candidates for the position of PKP CARGO S.A. Management Board Member in charge of Finance and one candidate for the position of PKP CARGO S.A. Management Board Member – Employee Representative; the interviews ended at 5:30 p.m.

On the part of the Supervisory Board, the following seven (7) Supervisory Board Members took part in the interviews held on 22 March 2022:

- 1) Ms. Zofia Dzik – Chairwoman of the Nomination Committee,
- 2) Ms. Izabela Wojtyczka,
- 3) Mr. Paweł Sosnowski,
- 4) Mr. Krzysztof Czarnota,
- 5) Mr. Antoni Duda.
- 6) Mr. Dariusz Górski, by videoconferencing,
- 7) Mr. Tadeusz Stachaczyński, by videoconferencing.

On the part of PKP CARGO S.A., Ms. Joanna Ziemak took part in the interviews held on 21-22 March 2022.

During the interview, the candidates had the opportunity to present their experience and knowledge of the industry and processes in place in PKP CARGO S.A., answering the questions prepared by the Committee and by the Supervisory Board Members.

During the interviews, the Supervisory Board, in accordance with the wording of the Announcement Resolutions, assessed the following qualifications and skills of the candidates for all positions covered by the recruitment procedures:

- 1) knowledge of the scope of operation of PKP CARGO S.A.,
- 2) knowledge of the rules of functioning of commercial companies,
- 3) experience in building relationships with PKP CARGO S.A.'s stakeholders,
- 4) general familiarity with the labor law,
- 5) knowledge and experience in managing teams of people,
- 6) strategic thinking skills and ability to create a business strategy,
- 7) leadership skills,
- 8) ability to build a culture of cooperation,
- 9) objective-driven attitude,
- 10) negotiation and organizational skills,
- 11) skills in the areas of change and emergency management,
- 12) openness to learning and developing others,
- 13) education profile and additional qualifications,
- 14) command of a foreign language,

subject to the stipulation that:

(a) when selecting candidates for the position of President of the PKP CARGO S.A. Management Board, the assessment included, in addition to the foregoing, special qualifications and skills in the following areas:

- 1) skills in organizing the work of a management board;
- 2) management skills and ability to function in a group,
- 3) ability to work in the circumstances of a complex decision-making process,

- 4) ability to function in an international business environment,
- 5) experience in optimization of business operations,
- 6) knowledge of transport economics and corporate economics,
- 7) ability to build relationships with public and local government authorities,
- 8) knowledge of the operation of the internal audit and control functions,
- 9) experience in building relationships with social partners, and
- 10) other skills corresponding to the scope of powers and responsibilities of the President of the Management Board.

(b) when selecting candidates for the position of PKP CARGO S.A. Management Board Member in charge of Commerce, the assessment included, in addition to the foregoing, special qualifications and skills in the following areas:

- 1) knowledge of competition rules and the Company's competitive environment,
- 2) knowledge and skills in the area of sales and trade,
- 3) knowledge and experience in the area of marketing and sales support,
- 4) knowledge and experience in the area of customer service processes,
- 5) knowledge and experience in the area of negotiation processes and rules of business contract conclusion,
- 6) knowledge and experience in the area of pricing policy,
- 7) knowledge and experience in the area of quality assurance process,
- 8) other skills corresponding to the scope of powers and responsibilities of PKP CARGO S.A. Management Board Member in charge of Commerce,

(c) when selecting candidates for the position of PKP CARGO S.A. Management Board Member in charge of Finance, the assessment included, in addition to the foregoing, special qualifications and skills in the following areas:

- 1) knowledge of and experience in auditing and reporting in accordance with Polish and international standards,
- 2) experience in managing the accounting area, including in public interest entities,
- 3) experience in the operation of controlling, budgeting and financial planning functions,
- 4) experience in cooperation with financial sector institutions, including international financial institutions,
- 5) ability to create, evaluate and execute corporate business financing strategies and business projects,
- 6) experience in managing the purchase area,
- 7) experience in building relationships with public authorities, including tax authorities,
- 8) other skills corresponding to the scope of powers and responsibilities of the Management Board Member in charge of Finance;

(d) when selecting candidates for the position of PKP CARGO S.A. Management Board Member – Employee Representative, the assessment included, in addition to the foregoing, special qualifications and skills in the following areas:

- 1) familiarity with the labor law;
- 2) knowledge of a culture of cooperation and ability to build it;
- 3) knowledge and experience in the area of resolving industrial disputes;
- 4) experience in building relationships with social partners,
- 5) knowledge and experience in the area of PKP CARGO Group's operation,

- 6) knowledge and experience in the area of OHS,
- 7) other skills corresponding to the scope of powers and responsibilities of the Management Board Member – Employee Representative.

On the basis of interviews with the candidates and the analysis of documents presented by the candidates, the Committee selected two (2) candidates for the position of Management Board Member in charge of Finance for additional interviews.

V. On 30 March 2022, the Supervisory Board adopted Resolution No. 22/VII/2022 on the PKP CARGO S.A. Supervisory Board's stance in the recruitment procedure for the position of President of the PKP CARGO S.A. Management Board (having read two legal opinions presented by the Supervisory Board Chairman regarding the fulfillment of formal requirements by candidates) and Resolution No. 23/VII/2022 on the PKP CARGO S.A. Supervisory Board's stance in the recruitment procedure for the position of PKP CARGO S.A. Management Board Member in charge of Finance, requiring the Nomination Committee to adopt resolutions on the admission of candidates for the said positions to the next stage of the procedure. In the performance of the said Resolutions, the Committee adopted the following Resolutions:

- No. 19/2022 of 31 March 2022 to admit one (1) candidate for the President of the Management Board to the next stage of the procedure, i.e. interviews (with one dissenting opinion submitted by the Chairwoman of the Nomination Committee),
- No. 20/2022 of 31 March 2022 to admit one (1) additional candidate for the Management Board Member in charge of Finance to the next stage of the procedure, i.e. interviews (the candidate whose application was sent to the Company's e-mail address via an incorrectly applied hyperlink in the Announcement).

As a result of a vote, the Nomination Committee chose not to seek additional legal opinions on an interpretation of the formal requirements contained in the Announcement.

On 31 March 2022, a person selected by the Committee Chairwoman contacted the candidates admitted to the next stage of the recruitment procedure over the telephone and informed them about the date and location of their interview with the PKP CARGO S.A. Supervisory Board. The information was provided to each of the candidates also by e-mail. The dates of the interviews were the same as those specified in the Announcement Resolution.

All PKP CARGO S.A. Supervisory Board Members were informed of the schedule of additional interviews and obtained remote access (over the Internet) to the curriculum vitae of the candidates qualified for the next stage of the recruitment procedure.

On 4 April 2022 at 2:00 p.m., the Supervisory Board commenced additional interviews with two (2) candidates for the position of PKP CARGO S.A. Management Board Member in charge of Finance; the interviews ended at 3:15 p.m.

In connection with Resolution Nos. 19/2022 and 20/2022 adopted by the Committee on 31 March 2022 and 4 April 2022, respectively, interviews were also conducted with one (1) candidate for the position of President of the PKP CARGO S.A. Management Board and one (1) candidate for the position of PKP CARGO S.A. Management Board Member in charge of Finance. The interviews started at 3:45 p.m. and ended at 6:00 p.m.

On the part of the Supervisory Board, the following eight (8) Supervisory Board Members took part in the second stage of the interviews held on 4 April 2022:

- 1) Ms. Zofia Dzik – Chairwoman of the Nomination Committee,

- 2) Ms. Izabela Wojtyczka,
- 3) Mr. Paweł Sosnowski, by videoconferencing,
- 4) Mr. Krzysztof Czarnota,
- 5) Mr. Antoni Duda,
- 6) Mr. Dariusz Górski, by videoconferencing,
- 7) Mr. Jerzy Sośnierz, by videoconferencing,
- 8) Mr. Tadeusz Stachaczyński,

and

- 1) Ms. Joanna Ziemak.

On the basis of interviews with the candidates and the analysis of documents presented by the candidates, the Committee decided to invite one (1) candidate for the position of Management Board Member in charge of Finance for an additional interview.

On 5 April 2022, an additional interview was held with one (1) candidate for the position of PKP CARGO S.A. Management Board Member in charge of Finance. The interview started at 6:10 p.m. and ended at 7:00 p.m.

On the part of the Supervisory Board, the following three (3) Supervisory Board Members took part in the second stage of the interviews held on 5 April 2022:

- 1) Ms. Zofia Dzik – Chairwoman of the Nomination Committee,
- 2) Ms. Izabela Wojtyczka, by videoconferencing,
- 3) Mr. Paweł Sosnowski, by videoconferencing,

and

- 1) Ms. Joanna Ziemak, by videoconferencing.

A Report was prepared on the interviews for the positions of President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member – Employee Representative. The Report was approved by the Committee on 20 May 2022.

VI. On 11 April 2022, in the Company's head office of PKP CARGO S.A. the Committee held a meeting attended by:

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|--------------------------|---|
| 1) Ms. Zofia Dzik | – Chairwoman of the Nomination Committee, |
| 2) Ms. Izabela Wojtyczka | – Member of the Nomination Committee, |
| 3) Mr. Paweł Sosnowski | – Member of the Nomination Committee. |

and

- 1) Ms. Alicja Chyła,
- 2) Ms. Joanna Ziemak.

The Committee gathered references on the selected candidates admitted to the second stage of the recruitment procedure and considered for a favorable assessment by the Committee.

During the meeting, the Committee, following a discussion, adopted the following Resolutions for submission to the Supervisory Board:

- 1) Resolution No. 21/2022 – containing a positive opinion on a candidate for the position of PKP CARGO S.A. Management Board Member in charge of Commerce,
- 2) Resolution Nos. 22-24/2022 – containing a positive opinion on three (3) candidates for the position of PKP CARGO S.A. Management Board Member in charge of Finance,
- 3) Resolution No. 25/2022 – containing a positive opinion on a candidate for the position of PKP CARGO S.A. Management Board Member – Employee Representative,
- 4) Resolution No. 26/2022 – containing a positive opinion on a candidate for the position of President of the PKP CARGO S.A. Management Board. A dissenting opinion to this Resolution was submitted by the Chairwoman of the Nomination Committee.
- 5) Resolution No. 27/2022 – recommending a candidate for the position of PKP CARGO S.A. Management Board Member in charge of Commerce to the Supervisory Board.
- 6) Resolution Nos. 28-30/2022 – recommending three candidates for the position of PKP CARGO S.A. Management Board Member in charge of Finance.
- 7) Resolution No. 31/2022 – recommending one candidate for the position of PKP CARGO S.A. Management Board Member – Employee Representative to the Supervisory Board.

In connection with information obtained from the Supervisory Board Chairman prior to the commencement of the Committee meeting on 11 April 2022 regarding PKP S.A.'s intention to exercise the right vested in PKP S.A. as a shareholder to appoint the President of the Management Board from among the positively assessed candidates, the Committee refrained from adopting a Resolution on a favorable recommendation of a candidate for the position of President of the PKP CARGO S.A. Management Board.

VII. According to the applicable regulations, the best candidate for each position in the PKP CARGO S.A. Management Board is selected by way of a Supervisory Board resolution. The best candidate for a particular position is selected solely from among the candidates taking part in the recruitment procedure who received a positive opinion from the Committee.

On 13 April 2022, a meeting of the Supervisory Board was held, during which Ms. Zofia Dzik, Chairwoman of the Committee, discussed the course of the recruitment procedure for the following positions: President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member – Employee Representative.

During the presentation, she presented the profiles of all candidates who received positive opinions and discussed the dissenting opinion for the Resolutions of the Nomination Committee concerning candidate recommendations to the Supervisory Board.

After the PKP CARGO S.A. Supervisory Board familiarized itself with the Committee Resolutions containing positive opinions and the dissenting opinion, the Nomination Committee resolutions containing the recommendations and the dissenting opinion, the Supervisory Board Chairman presented a letter from PKP S.A. stating that, in connection with the powers provided for in §14 sec. 4 of the Articles of Association of PKP CARGO

S.A. and in §13 sec. 7 of the Bylaws for Appointing Management Board Members in PKP CARGO S.A., PKP S.A. indicates the candidate who received a positive opinion from the Committee for the position of President of the PKP CARGO S.A. Management Board.

On 13 April 2022, the PKP CARGO S.A. Supervisory Board adopted:

- Resolution No. 32/VII/2022 to select Mr. Dariusz Seliga as the preferred candidate for the position of President of the Management Board. A dissenting opinion to this Resolution was submitted by the Chairwoman of the Nomination Committee and the Chairman of the Audit Committee.
- Resolution No. 34/VII/2022 to select Mr. Zenon Kozendra as the preferred candidate for the position of Management Board Member – Employee Representative.

The selected candidates expressed their consent to their appointment to the respective positions in the PKP CARGO S.A. Management Board.

After the selected candidates expressed their consent, the Supervisory Board adopted:

- Resolution No. 33/VII/2022 to appoint Mr. Dariusz Seliga to the position of President of the Management Board for the 7th and 8th terms of office. A dissenting opinion to this Resolution was submitted by the Chairwoman of the Nomination Committee and the Chairman of the Audit Committee.
- Resolution No. 35/VII/2022 to appoint Mr. Zenon Kozendra to the position of Management Board Member – Employee Representative for the 8th term of office.

On 20 April 2022, the PKP CARGO S.A. Supervisory Board adopted Resolution No. 36/VII/2022 to select Mr. Jacek Rutkowski as the preferred candidate for PKP CARGO S.A. Management Board Member in charge of Commerce.

On 22 April 2022, the PKP CARGO S.A. Supervisory Board adopted Resolution No. 37/VII/2022 to select Mr. Maciej Jankiewicz as the preferred candidate for PKP CARGO S.A. Management Board Member in charge of Finance.

The selected candidates submitted statements whereby they expressed their consent to their appointment to the respective positions in the PKP CARGO S.A. Management Board.

After the selected candidates expressed their consent, the Supervisory Board adopted:

- Resolution No. 38/VII/2022 to appoint Mr. Jacek Rutkowski to the position of Management Board Member in charge of Commerce for the 7th and 8th terms of office.
- Resolution No. 39/VII/2022 to appoint Mr. Maciej Jankiewicz to the position of Management Board Member in charge of Finance for the 7th and 8th terms of office.

VIII. On 29 April 2022, a person selected by the Committee Chairwoman forwarded by e-mail, against confirmation of receipt, the Supervisory Board's decision on closing the recruitment procedure to the candidates who were not appointed to the positions in the Company's Management Board, thanking them on behalf of the Supervisory Board for submitting their applications and participating in the recruitment procedure. The candidates who received positive opinions of the Committee were informed by telephone by the Committee Chairwoman about the outcome of the procedure.

The list of candidates taking part in the recruitment procedure forms an Attachment to this Report.

Seven (7) candidates participating in the recruitment procedure did not request to remove their personal data from the published report on the recruitment procedure.

It is hereby declared that the recruitment procedure for the position of President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member – Employee Representative has been conducted in accordance with the procedure for the appointment of a Management Board Member as set forth in the Articles of Association of PKP CARGO S.A. and the Bylaws for Appointing Management Board Members in PKP CARGO S.A. in effect as at the date of commencement of the recruitment procedure.

Nomination Committee of the PKP CARGO S.A. Supervisory Board:

Ms. Zofia Dzik – Chairwoman of the Nomination Committee

Ms. Izabela Wojtyczka – Member of the Nomination Committee

Mr. Paweł Sosnowski – Member of the Nomination Committee

List of candidates in the recruitment procedure for the position of President of the PKP CARGO S.A. Management Board:

- 1) Mr. Juliusz Czerniak,
- 2) Mr. Wojciech Drozd,
- 3) Mr. Marcin Jankowski,
- 4) Mr. Dariusz Seliga.

List of candidates in the recruitment procedure for the position of PKP CARGO S.A. Management Board Member in charge of Finance:

- 1) Pursuant to § 15 sec. 2 of the “Bylaws for Appointing Management Board Members in PKP CARGO S.A.” in effect as at the date of commencement of the recruitment procedure for the position of President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance and PKP CARGO S.A. Management Board Member in charge of Commerce, this candidate has requested the Company to remove his/her personal data from the published report on the recruitment procedure,
- 2) Pursuant to § 15 sec. 2 of the “Bylaws for Appointing Management Board Members in PKP CARGO S.A.” in effect as at the date of commencement of the recruitment procedure for the position of President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance and PKP CARGO S.A. Management Board Member in charge of Commerce, this candidate has requested the Company to remove his/her personal data from the published report on the recruitment procedure,
- 3) Pursuant to § 15 sec. 2 of the “Bylaws for Appointing Management Board Members in PKP CARGO S.A.” in effect as at the date of commencement of the recruitment procedure for the position of President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance and PKP CARGO S.A. Management Board Member in charge of Commerce, this candidate has requested the Company to remove his/her personal data from the published report on the recruitment procedure,
- 4) Pursuant to § 15 sec. 2 of the “Bylaws for Appointing Management Board Members in PKP CARGO S.A.” in effect as at the date of commencement of the recruitment procedure for the position of President of the PKP CARGO S.A. Management Board, PKP CARGO S.A. Management Board Member in charge of Finance and PKP CARGO S.A. Management Board Member in charge of Commerce, this candidate has requested the Company to remove his/her personal data from the published report on the recruitment procedure,

List of candidates in the recruitment procedure for the position of PKP CARGO S.A. Management Board Member in charge of Commerce:

- 1) Mr. Adam Banaszak,
- 2) Mr. Jacek Rutkowski.

List of candidates in the recruitment procedure for the position of PKP CARGO S.A. Management Board Member – Employee Representative

- 1) Mr. Zenon Kozendra.