

**Resolution No. 10/2022  
of the Nomination Committee of the PKP CARGO S.A. Supervisory Board  
of 21 January 2022**

**in the matter of: adopting a 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 Operations and PKP CARGO S.A. Management Board Member in charge  
of Commerce**

Acting pursuant to § 14 Section 6 Item 6 of the PKP CARGO S.A. Articles of Association and § 15 Section 1 of the Bylaws for Appointing Management Board Members in PKP CARGO Spółka Akcyjna, the Nomination Committee of the PKP CARGO S.A. Supervisory Board hereby resolves as follows:

§ 1

1. It adopts a 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce
2. The report referred to in Section 1 forms an attachment to this Resolution.

§ 2

This Resolution comes into force on the date of its adoption.

The vote was taken in an open ballot.

Number of voting Members of the PKP CARGO S.A. Supervisory Board Nomination Committee: 3

Number of votes "in favor": 3

Number of votes "against": 0

Number of votes "abstaining": 0

Zofia Dzik  
Chairwoman of the Nomination Committee  
of the PKP CARGO S.A. Supervisory Board

Warsaw, 21 January 2022

**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**  
**Operations and PKP CARGO S.A. Management Board Member in charge of Commerce**

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.*

In connection with the provisions of § 14 sec. 6 item 3 of the Articles of Association of PKP CARGO S.A., pursuant to Resolution No. 81/VII/2021 adopted by the PKP CARGO S.A. Supervisory Board on 22 October 2021, the PKP CARGO S.A. Supervisory Board established the Nomination Committee of the PKP CARGO S.A. Supervisory Board (hereinafter the Nomination Committee) to prepare, organize and carry out 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce. The Chairwoman of the Nomination Committee submitted a dissenting opinion to this resolution, pointing out the benefits of support provided to this process by an external consultant.

Pursuant to Resolution No. 81/VII/2021 adopted by the PKP CARGO S.A. Supervisory Board on 22 October 2021 to launch 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce, on 5 November 2021 an announcement launching 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce was published in a national newspaper and on PKP CARGO S.A.'s website pursuant to Resolution No. 84/VII/2021 of the Company's Supervisory Board of 4 November 2021 ("Announcement Resolution") to which the Chairwoman of the Nomination Committee submitted a dissenting vote regarding the waiver of the criterion of minimum experience of the candidates in the TFL industry.

According to the accepted conditions and criteria, the candidates were to send their job applications electronically to a specified e-mail address, i.e. [konkurs.zarząd2021@pkpcargo.com](mailto:konkurs.zarząd2021@pkpcargo.com) by 7 December 2021 on 10 a.m., i.e. the application submission deadline specified in the above announcement of 5 November 2021 (in accordance with the Announcement Resolution).

On 7 December 2021, at 3:30 p.m., Nomination Committee Members assembled at the PKP CARGO S.A.'s head office at ul. Grójecka 17 in Warsaw:

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

and the representative of PKP CARGO S.A.:

- 4) Ms. Joanna Ziemak, acting upon orders from PKP CARGO S.A. to provide administrative support for these proceedings.

At 3:30 p.m., the above representatives of the Nomination Committee obtained access to documents sent to the address [konkurs.zarząd2021@pkpcargo.com](mailto:konkurs.zarząd2021@pkpcargo.com) and reported that documents of thirty one (31) candidates had been sent to the address.

A total of thirty four (34) applications had been sent to the recruitment mailbox, including:

- 1) six (6) for the position of President of the PKP CARGO S.A. Management Board,
- 2) five (5) for the position of PKP CARGO S.A. Management Board Member in charge of Finance,
- 3) seven (7) for the position of PKP CARGO S.A. Management Board Member in charge of Commerce,
- 4) fifteen (15) for the position of PKP CARGO S.A. Management Board Member in charge of Operations,
- 5) one (1) with no specified position,

of which three (3) candidates submitted their applications for two positions, i.e.:

- 1) one (1) candidate for the position of President of the PKP CARGO S.A. Management Board and PKP CARGO S.A. Management Board Member in charge of Finance,
- 2) two (2) candidates for the position of President of the PKP CARGO S.A. Management Board and PKP CARGO S.A. Management Board Member in charge of Commerce.

Subsequently, the Members of the Nomination Committee analyzed the submissions to verify that they meet the formal requirements 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce, as stated in the Announcement Resolution, i.e.:

- 1) university 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 on 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 obligated to attach the following to their applications:

- 1) details as stated below:
  - a) first name and surname with mailing address, contact phone number and e-mail address,
  - b) cover letter with a *curriculum vitae* containing a description of the candidate's experiences and achievements in his/her past professional career.

as well as 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.

On 21 January 2022, the Nomination Committee adopted a relevant report on the opening process of the applications received.

Following the analysis of the applications sent by the candidates, the Nomination Committee adopted resolution 22/2021 of 9 December 2021 to admit sixteen (16) candidates, of which two (2) conditionally, to the next stage of the procedure i.e. interviews.

Sixteen (16) applications from fifteen (15) candidates were rejected since they did not meet the formal requirements.

Pursuant to Resolution No. 84/VII/2021 adopted by the Supervisory Board on 4 November 2021 and as a result of the meeting of the Nomination Committee held on 9 December 2021, the decision was made that, in accordance with the dates specified in the announcement, the interviews would be conducted by Members of the PKP CARGO S.A. Supervisory Board on 13-16 December 2021 at the registered office of PKP CARGO S.A. (hereinafter also "the Company") at ul. Grójecka 17 in Warsaw.

All the Members of the PKP CARGO S.A. Supervisory Board 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 in a separate folder with access limited to Members of the PKP CARGO S.A. Supervisory Board only.

On 9-10 December 2021, the person named by the Chairwoman of the Nomination Committee informed electronically the sixteen (16) candidates who satisfied the formal requirements and were admitted to the next stage of the recruitment procedure about the date and location of the interview

with the PKP CARGO S.A. Supervisory Board (hereinafter also “the Supervisory Board”). The information was provided to each of the candidates also by e-mail.

On 13 December 2021 at 2:00 p.m., the Supervisory Board commenced interviews with three (3) candidates for the position of PKP CARGO S.A. Management Board Member in charge of Commerce; they ended at 5:30 p.m.

On 14 December 2021 at 1:30 p.m., the Supervisory Board commenced interviews with four (4) out of eight (8) candidates for the position of PKP CARGO S.A. Management Board Member in charge of Operations; they ended at 5:30 p.m.

On 15 December 2021 at noon, the Supervisory Board commenced interviews with the remaining four (4) out of eight (8) candidates for the position of PKP CARGO S.A. Management Board Member in charge of Operations; they ended at 5:00 p.m.

On 16 December 2021 at 10:00 a.m., the Supervisory Board commenced interviews with three (3) candidates for the position of PKP CARGO S.A. Management Board Member in charge of Finance and one (1) candidate for the position of President of the PKP CARGO S.A. Management Board and PKP CARGO S.A. Management Board Member in charge of Commerce and one (1) candidate for the position of President of the PKP CARGO S.A. Management Board and PKP CARGO S.A. Management Board Member in charge of Finance; they ended at 5:30 p.m.

On the part of the Supervisory Board, five (5) Supervisory Board Members took part in the interviews held on 13 December 2021:

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

On the part of the Supervisory Board, eight (8) Supervisory Board Members took part in the interviews held on 14 December 2021:

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

On the part of the Supervisory Board, eight (8) Supervisory Board Members took part in the interviews held on 15 December 2021:

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

On the part of the Supervisory Board, eight (8) Supervisory Board Members took part in the interviews held on 16 December 2021:

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

On the part of PKP CARGO S.A., Ms. Joanna Ziemak took part, by videoconferencing, in the interviews held on 13-16 December 2021.

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 Nomination Committee and by Supervisory Board Members.

During the interviews, the Supervisory Board, in accordance with the wording of the Announcement Resolution, assessed the following qualifications and skills of the candidates 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce:

- 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) drive to achieve set objectives, 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.

When selecting candidates for the position of President of the PKP CARGO S.A. Management Board, the assessment included, in addition to the above, special qualifications and skills in the following areas:

- 1) skill to organize work of a management board;
- 2) management skills and ability to operate in a corporate 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 Management Board President.

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 above, special qualifications and skills in the following areas:

- 1) knowledge of competition rules and the competitive environment of PKP CARGO S.A.;
- 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.

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 above, special qualifications and skills in the following areas:

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

When selecting candidates for the position of PKP CARGO S.A. Management Board Member in charge of Operations, the assessment included, in addition to the above, special qualifications and skills in the following areas:

- 1) familiarity with the market of transport and logistics services;
- 2) knowledge and experience in the area of rail vehicle maintenance process;
- 3) knowledge and experience in the area of rail vehicle operation;
- 4) knowledge and experience in the area of conducting research and development projects related to transport and maintenance processes;
- 5) familiarity with rail traffic safety rules;
- 6) knowledge and experience in the area of building logistic transport chains;
- 7) experience in building relationships with public authorities, in particular market regulators and authorities responsible for railroad safety,
- 8) other skills corresponding to the scope of powers and responsibilities of the Management Board Member in charge of Operations.

On the basis of interviews with the candidates and the analysis of documents presented by the candidates, Members of the Nomination Committee selected five (5) candidates for additional interviews. The interviews were held on 4 January 2022.

On 4 January 2022 at 1:00 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, two (2) candidates for the position of PKP CARGO S.A. Management Board Member in charge of Operations and one (1) candidate for the position of PKP CARGO S.A. Management Board Member in charge of Commerce; they ended at 4:10 p.m.

On the part of the Supervisory Board, six (6) Supervisory Board Members took part in the interviews held on 04 January 2022:

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



- 3) Mr. Paweł Sosnowski,
- 4) Mr. Krzysztof Mamiński,
- 5) Mr. Krzysztof Czarnota,
- 6) Mr. Dariusz Górski, by videoconferencing,

and

- 1) Mr. Władysław Szczepkowski – acting President of the PKP CARGO S.A. Management Board,
- 2) Ms. Joanna Ziemak, acting upon orders from PKP CARGO S.A. to provide administrative support for the procedure.

The interviews were summarized in the Report on the course of 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce, which was prepared and formally adopted by the Nomination Committee on 21 January 2022.

After the recruitment interviews, the Nomination Committee gathered references on the selected candidates admitted to the 2nd stage of the procedure and considered for a positive assessment by the Nomination Committee, in order to be presented to the Supervisory Board for further proceedings.

On 5 January 2022, the Nomination Committee held a meeting in the Company headquarters attended by:

- |    |                       |   |   |
|----|-----------------------|---|---|
| 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.     |

During the meeting, after discussion, the Nomination Committee adopted the following Resolutions containing positive opinions on the candidates, to be further considered during the recruitment process for the respective positions:

- 1) Resolution No. 1/2022 – containing a positive opinion on a candidate for the position of President of the PKP CARGO S.A. Management Board,
- 2) Resolution No. 2/2022 – containing a positive opinion on a candidate for the position of PKP CARGO S.A. Management Board Member in charge of Finance,
- 3) Resolution No. 3/2022 – containing a positive opinion on a candidate for the position of PKP CARGO S.A. Management Board Member in charge of Commerce,
- 4) Resolution No. 4/2022 – containing a positive opinion on two candidates for the position of PKP CARGO S.A. Management Board Member in charge of Operations,

Subsequently, on 11 January 2022, the Nomination Committee held a meeting by videoconferencing, attended by:

- 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

- 4) Ms. Joanna Ziemak, acting upon orders from PKP CARGO S.A. to provide administrative support for the procedure.

During the meeting, after discussion, the Nomination Committee adopted the following Resolutions recommending the candidates who received positive opinions of the Nomination Committee to the Supervisory Board to be further considered during the recruitment process for the respective positions in the Management Board of PKP CARGO S.A.:

- 1) Resolution No. 5/2022 – recommending two candidates for the position of PKP CARGO S.A. Management Board Member in charge of Operations to the Supervisory Board, pointing to one preferred candidate,
- 2) Resolution No. 6/2022 – recommending a candidate for the position of PKP CARGO S.A. Management Board Member in charge of Commerce to the Supervisory Board,

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.

The Nomination Committee made a positive assessment of the qualifications of a candidate for the position of President of the PKP CARGO S.A. Management Board and PKP CARGO S.A. Management Board Member in charge of Finance and adopted a relevant resolution containing such positive opinion. At the same time, the Committee did not adopt a resolution recommending the candidate for the position of President of the PKP CARGO S.A. Management Board and PKP CARGO S.A. Management Board Member in charge of Finance to the Supervisory Board.

The Chairwoman of the Nomination Committee submitted a dissenting opinion to the above Resolutions, pointing to the high substantive assessment of the candidate and the risk of possible non-substantive factors that were not included in the criteria concerning the assessment of the candidates. She also emphasized the risks associated with prolonging the process of selecting the new Management Board of PKP CARGO S.A., given the difficult financial standing of the Company and the negative impact of this decision on PKP CARGO S.A.'s image on the market and the potential additional recruitment procedures.

On 13 January 2022 at 2:00 p.m., a Supervisory Board meeting was held, during which Ms. Zofia Dzik, the Chairwoman of the Nomination Committee, discussed the course 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce.

During the presentation, she presented the profiles of all four 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 Nomination Committee resolutions with positive opinions, the Nomination Committee resolutions containing the recommendations and the dissenting opinion presented by the Chairwoman of the Nomination Committee, the Supervisory Board Chairman presented a letter from PKP S.A. stating that, in connection with the powers envisaged 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. would not select the candidate who received a positive opinion of the Nomination Committee for the position of President of the PKP CARGO S.A. Management Board.

Then the Supervisory Board Chairman put to a vote, by secret ballot, the draft resolutions on selecting candidates for the positions of: 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 in charge of Operations, as a result of which Mr. Marek Olkiewicz was selected as a candidate for the position of the Management Board Member in charge of Operations – Resolution No. 3/VII/2022.

Ms. Zofia Dzik, Chairwoman of the Nomination Committee, expressed a dissenting opinion on the result of the vote regarding the decision of the Supervisory Board, i.e. a failure to appoint the selected Members of the PKP CARGO S.A. Management Board despite the positive opinion issued by the Nomination Committee and the difficult standing of the Company which would continue to operate with an incomplete Management Board.

After the Supervisory Board adopted Resolution No. 3/VII/2022, the selected candidate made a statement giving consent to being appointed to the position of the Management Board Member in charge of Operations in the Company's Management Board.

After the selected candidate expressed his consent, the Supervisory Board adopted the following resolutions on appointing Mr. Marek Olkiewicz to the position of PKP CARGO S.A. Management Board Member in charge of Operations for the 7th and 8th term of office – Resolution No. 6/VII/2022.

Then the Supervisory Board adopted Resolution No. 9/VII/2022 closing 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 without the decision and launched a new procedure for the above positions in the Management Board of PKP CARGO S.A.

On 17 and 19 January 2022, the person named by the Chairwoman of the Nomination Committee 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 Nomination Committee were informed by telephone by the Nomination Committee Chairwoman about the outcome of the procedure.

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

Twenty four (24) 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 in charge of Operations 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.

**Attachment to**

*The 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 Operations and PKP CARGO S.A. Management Board Member in charge of Commerce*

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

- 1) Mr. Jerzy Bielawski,
- 2) Mr. Aleksander Kozłowski,
- 3) Mr. Wiesław Łubiński,

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

- 1) Mr. Andrzej Retman,
- 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, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member in charge of Operations, 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, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member in charge of Operations, 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, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member in charge of Operations, 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. Piotr Bojar,
- 2) Mr. Cezary Lewiński,

- 3) Mr. Kazimierz Murawski,
- 4) Mr. Jacek Rutkowski,
- 5) 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, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member in charge of Operations, 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 Operations:

- 1) Mr. Adam Banaszak,
- 2) Mr. Jerzy Ernst,
- 3) Mr. Stanisław Fendryk,
- 4) Mr. Rafał Górecki,
- 5) Mr. Jarosław Grzebski,
- 6) Mr. Adrian Janczuk,
- 7) Mr. Marek Olkiewicz,
- 8) Mr. Wojciech Parzyszek,
- 9) Mr. Andrzej Pawłowski,
- 10) Mr. Maciej Skóra,
- 11) Mr. Łukasz Strugacz,
- 12) Mr. Grzegorz Trojan,
- 13) Mr. Jacek Urbański,
- 14) 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, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member in charge of Operations, this candidate has requested the Company to remove his/her personal data from the published report on the recruitment procedure,
- 15) 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, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member in charge of Operations, 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 President/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, PKP CARGO S.A. Management Board Member in charge of Commerce and PKP CARGO S.A. Management Board Member in charge of Operations, 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 President/Management Board Member in charge of Commerce:

- 1) Mr. Grzegorz Graczyk,
- 2) Mr. Adam Tomasiak.

List of candidates in the recruitment procedure with no specified position:

- 1) Ms. Jadwiga Żuk.