

Warsaw, January 31, 2025

PROTOCOL

**from conducting the qualification procedure for the positions:
President of the Management Board, Member of the Management Board for Trade,
Member of the Management Board for Finance, Member of the Management Board for
Operations, Member of the Management Board for Employee Affairs, Member of the
Management Board for Restructuring.**

This Protocol has been drawn up in accordance with the provisions contained therein in § 7 section 1 of the Regulations on appointing Members of the Management Board of PKP CARGO S.A.

I.

Qualification procedure for positions in the Management Board of PKP CARGO S.A. in restructuring, i.e.: the President of the Management Board, Member of the Management Board for Commercial Affairs, Member of the Management Board for Finance, Member of the Management Board for Operations, Member of the Management Board for Employees, Member of the Management Board for Restructuring, was initiated by the Supervisory Board of PKP CARGO S.A. in restructuring pursuant to Resolution No. 216/VIII/2024 of the Supervisory Board of PKP CARGO S.A. of November 6, 2024 (hereinafter also: "Resolution to initiate proceedings").

In connection with the provisions of § 14 section 6 point 3 of the Statute of PKP CARGO S.A. Supervisory Board of PKP CARGO S.A. in restructuring appointed the Nomination Committee of the Supervisory Board of PKP CARGO S.A. in restructuring ("Committee") to prepare, organize and conduct the qualification procedure.

In execution of the Resolution to initiate proceedings, on November 8, 2024 on the website of PKP CARGO S.A. w restructuring (hereinafter also: "PKP CARGO S.A." or the "Company"), an announcement on the initiation of qualification proceedings for positions in the Management Board of PKP CARGO S.A. was published.

in restructuring, i.e.: the President of the Management Board, Member of the Management Board for Commercial Affairs, Member of the Management Board for Finance, Member of the Management Board for Operations, Member of the Management Board for Employee Affairs, Member of the Management Board for Restructuring ("Announcement"), containing the detailed formal requirements listed below for the positions covered by the above-mentioned qualification procedure, the fulfillment of which conditioned participation in the further stages of the above-mentioned qualification procedure:

- 1) consent to run for the selected position and take up the position;
- 2) having higher education or higher education obtained abroad recognized in the Republic of Poland on the basis of separate regulations;
- 3) having at least 10 years of employment under a contract for employment, appointment, election, appointment, cooperative employment contract or providing services under another contract or conducting business activities on one's own account;
- 4) having at least 5 years of experience in managerial positions, independent or resulting from running a business activity self-employed;

- 5) enjoying full public rights;
- 6) not being subject to legal restrictions or prohibitions on holding the position of management board member in commercial companies, with particular emphasis on:
 - art. 18 of the Act of September 15, 2000, Commercial Companies Code;
 - Act of 21 August 1997 on restrictions on conducting business activities by persons performing public functions;
 - Act of May 9, 1996 on the exercise of the mandate of a Member of Parliament and senator;
- 7) submitting a statement about criminal or penal-fiscal (preparatory and judicial) proceedings pending against the candidate or about the candidate's lack of knowledge about such proceedings;
- 8) not being entered in the Register of Insolvent Debtors pursuant to the Act of August 20, 1997 on the National Court Register;
- 9) consent to the Company collecting references with the candidate's knowledge;
- 10) knowledge of foreign languages;
- 11) consent to the processing of the candidate's personal data for the purposes of the qualification procedure;
- 12) submitting a declaration on holding an elected position in a company trade union or company trade union organization of a company from the PKP Capital Group, conducting social or gainful activity, performing the function of a social collaborator or employment in a parliamentary, senatorial, deputy-senator's office or the office of a member of the European Parliament on the basis of an employment contract or performs work on the basis of a mandate contract or another contract of a similar nature;
- 13) submitting a declaration of membership in a political party body that represents the political party externally and is authorized to enter into obligations;
- 14) submitting a declaration of employment by a political party under an employment contract or on the provision of work under a mandate contract or other contract of a similar nature;
- 15) additionally, in the case of running for a Member of the Management Board for Restructuring, submitting a declaration of holding the title of a qualified restructuring advisor in accordance with the Act on the License of a Restructuring Advisor (consolidated text: Journal of Laws of 2022, item 1007).

Candidates were also obliged to:

- 1) provide your name and surname along with your correspondence address, telephone number and e-mail address;
- 2) attach a professional CV containing a description of previous experience and the candidate's professional achievements;
- 3) attach originals or copies of documents confirming the candidate's qualifications (including a diploma of completion of higher or postgraduate studies, employment certificates) and that the candidate meets the criteria for the position for which he or she is applying;
- 4) attach information from the National Criminal Register issued not earlier than one month before the deadline for submitting applications in the qualification procedure.

The deadline for submitting applications was set by the end of November 19, 2024, and applications could be sent electronically to the indicated e-mail address, konkurs2024@pkpcargo.com or in writing to the following address: Nomination Committee of the Supervisory Board of PKP CARGO S.A., PKP CARGO S.A., ul. Grójecka 17, 02-021 Warsaw.

II.

On November 20, 2024 at 10:00, at the Company's headquarters, at ul. Grójecka 17 in Warsaw, the Committee met:

- 1) Mr. Grzegorz Lato - Chairman of the Committee,
- 2) Mr. Władysław Szczepkowski - Member of the Committee,
- 3) Mr. Robert Stępień - Member of the Committee.

At 10:00, Committee members gained access to the candidates' application documents. The Committee determined that 39 (thirty-nine) applications from 29 (twenty-nine) candidates were sent to the e-mail address: konkur2024@pkpcargo.com. The Company's registered office received 7 (in words: seven) applications from 7 (in words: seven) candidates.

The Committee then analyzed the applications to ensure that the candidates met the formal requirements for the positions covered by the qualification procedure.

As a result of the analysis of the applications sent by the candidates, the Committee issued a positive opinion on 35 (thirty-five) candidates who met the formal requirements for the next stage of the procedure (interviews), including:

- 1) for the position of President of the Management Board – 10 (ten) candidates,
- 2) for the position of Member of the Management Board for Finance – 9 (nine) candidates,
- 3) for the position of Member of the Management Board for Trade – 6 (six) candidates,
- 4) for the position of Member of the Management Board for Operations – 12 (twelve) candidates,
- 5) for the position of Member of the Management Board for Employee Affairs - 5 (five) candidates,
- 6) for the position of Member of the Management Board for Restructuring – 3 (three) candidates.

1 (one) candidate was admitted conditionally, i.e. with the obligation to complete the documents. After verifying the documents submitted by the candidate, including the completed documents mentioned in the preceding sentence, the Committee made a decision about admitting the candidate to the next stage of the qualification procedure.

Two applications were rejected due to failure to meet formal requirements.

Pursuant to Resolution No. 216/VIII/2024 of the Supervisory Board of PKP CARGO S.A. in the restructuring of November 6, 2024, the Nomination Committee with a changed composition (resolution of the Supervisory Board No. 223/VIII/2024 of November 27, 2024) determined that the interviews with candidates will be conducted by the Committee on December 3, 4, 16, 2024, at the Company's headquarters at ul. Grójecka 17 in Warsaw.

All Members of the Supervisory Board of PKP CARGO S.A. in restructuring were informed about the schedule of job interviews and obtained remote (online) access to the CVs of candidates qualified for the stage of the recruitment procedure including job interviews.

Candidates admitted to interviews were informed by the person indicated by the Committee Chairperson about the date and place of the interview. Information was also sent to each candidate electronically.

III.

On December 3, 4, and 16, 2024, the Committee's interviews with candidates were conducted.

On the Committee's side, the following people took part in the interviews:

- 1) Ms. Marzena Piszczek – Chairwoman of the Nomination Committee,
- 2) Mr. Władysław Szczepkowski – Member of the Nomination Committee,
- 3) Mr. Robert Stępień – Member of the Nomination Committee,

and the following members of the Supervisory Board of PKP CARGO S.A.:

- 4) Mr. Michał Wnorowski – Member of the Supervisory Board,
- 5) Mr. Bogusław Nadolnik – Member of the Supervisory Board.

During the interview, each candidate had the opportunity to present their experience and knowledge of the industry and ongoing processes at PKP CARGO S.A., answering questions asked by Committee Members and current Members of the Company's Supervisory Board.

During the qualification interviews, the Committee in accordance with the content of the Resolution No. 216/VIII/2024, in relation to candidates for all positions covered by the qualification procedure, assessed the following qualifications and skills:

- 1) knowledge of the Company's activities;
- 2) knowledge of the principles of operation of commercial companies;
- 3) experience in building relationships with the Company's stakeholders;
- 4) general knowledge of labor law;
- 5) knowledge and experience in managing human teams;
- 6) ability to think strategically and create a business strategy;
- 7) leadership skills;
- 8) skills in building a culture of cooperation;
- 9) focus on achieving set goals;
- 10) negotiation and organizational skills;
- 11) change and crisis management skills;
- 12) openness to the learning and development of others;
- 13) higher education;
- 14) knowledge of a foreign language;

provided that:

a/ when selecting candidates for the position of President of the Management Board of PKP CARGO S.A. Additionally, specific qualifications and skills covering the following areas were assessed:

- 1) leadership skills and work organization of the management board;
- 2) ability to manage and operate in a capital group, including public interest entities;
- 3) ability to work in a complex decision-making process;
- 4) ability to operate in an international business environment;
- 5) experience in optimizing business activities;
- 6) knowledge of business economics;
- 7) ability to build relationships with public and local government authorities;
- 8) knowledge of the functioning of audit and internal control;
- 9) experience in building relationships with social partners;
- 10) knowledge of the principles of operation of commercial companies, in particular in restructuring proceedings;
- 11) other skills corresponding to the scope of competences and responsibilities of the President of the Management Board.

b/ when selecting candidates for the position of Member of the Management Board for Trade PKP CARGO S.A. Additionally, specific qualifications and skills covering the following areas were assessed:

- 1) knowledge of the transport and logistics services market;
- 2) at least 3 years of experience in the TSL industry;
- 3) knowledge of competition rules and the Company's competitive environment;
- 4) knowledge and skills in the field of sales and trade;
- 5) knowledge and experience in marketing and sales support;
- 6) knowledge and experience in customer service processes;
- 7) knowledge and experience in negotiation processes and principles of concluding commercial contracts;
- 8) knowledge and experience in shaping pricing policy;
- 9) knowledge and experience in the quality assurance process;
- 10) knowledge of English;
- 11) other skills corresponding to the scope of competences and responsibilities of the Management Board member responsible for commercial matters.

c/ when selecting candidates for the position of Member of the Management Board for Finance

PKP CARGO S.A. special qualifications were additionally assessed and skills covering the following areas:

- 1) knowledge and experience in reporting according to Polish and international accounting standards;
- 2) experience in accounting management, including public interest entities;
- 3) experience in the functioning of controlling and budgeting and financial planning;
- 4) experience in cooperation with financial sector institutions;
- 5) ability to create, evaluate and implement strategies for financing enterprise activities and economic ventures/projects;
- 6) experience in building relationships with public authorities, including tax authorities;
- 7) other skills corresponding to the scope of competences and responsibilities of the Management Board member responsible for financial matters.

d/ when selecting candidates for the position of Member of the Management Board for Operations of PKP CARGO S.A. Additionally, specific qualifications and skills covering the following areas were assessed:

- 1) knowledge of operational processes of railway logistics;
- 2) knowledge and experience in the knowledge of the railway vehicle maintenance process;
- 3) knowledge and experience in the operation of railway vehicles;
- 4) knowledge and experience in project management research and development related to the area of transport processes and maintenance;
- 5) knowledge of railway traffic safety rules;
- 6) knowledge and experience in building logistic transport chains;
- 7) experience in building relationships with public authorities, in particular with market regulators and authorities responsible for railway safety;
- 8) other skills corresponding to the scope of competences and responsibilities of the Management Board member responsible for operational matters.

e/ when selecting candidates for the position of Member of the Management Board for Employee Affairs of PKP CARGO S.A. Additionally, specific qualifications and skills covering the following areas were assessed:

- 1) knowledge of labor law;
- 2) knowledge and ability to build a culture of cooperation;
- 3) experience in building relationships with social partners;
- 4) knowledge and experience in resolving collective disputes;
- 5) other skills corresponding to the scope of competences and responsibilities of the Management Board member responsible for employee matters.

f/ when selecting candidates for the position of Member of the Management Board for Restructuring of PKP CARGO S.A. Additionally, specific qualifications and skills covering the following areas were assessed:

- 1) knowledge of the principles of operation of commercial companies in restructuring proceedings;
- 2) experience in cooperation with judicial authorities;
- 3) ability to develop and negotiate feasible solutions and their timely implementation, especially in crisis management situations;
- 4) experience in optimizing business operations;
- 5) knowledge of business economics;
- 6) knowledge of the functioning of extensive organizations and capital groups.

IV.

On December 16, 2024, a meeting of the Committee was held and was attended by:

- 1) Ms. Marzena Piszczek – Chairwoman of the Nomination Committee,
- 2) Mr. Władysław Szczepkowski – Member of the Nomination Committee,
- 3) Mr. Robert Stępień – Member of the Nomination Committee.

During the above-mentioned meeting, the Committee adopted resolutions recommending to the Supervisory Board of PKP CARGO S.A. in restructuring candidates for the positions of President of the Management Board, Member of the Management Board for Finance, Member of the Management Board for Trade, Member of the Management Board for Operations, Member of the Management Board for Restructuring and Member of the Management Board Employee Affairs of PKP CARGO S.A. in restructuring.

V.

On December 16, 2024, after the meeting of the Committee, a meeting of the Supervisory Board of the Company was held, during which the Supervisory Board familiarized itself with the resolutions of the Committee indicated in Point/IV, and then adopted Resolution No. 231/VIII/2024 on the selection of candidates for the President of the Management Board of PKP CARGO S.A. in restructuring.

At the request of the Chairman of the Supervisory Board on December 17, 2024, for the purpose of performance by PKP S.A. the rights specified in § 14 section 4 of the Statute PKP CARGO S.A., Shareholder of PKP S.A. an appropriate letter was sent together with a copy of Resolution No. 231/VIII/2024 of the Supervisory Board of PKP CARGO w restructuring.

VI.

On December 20, 2024, a meeting of the Supervisory Board of PKP CARGO S.A. was held. in restructuring, during which Committee Members discussed the qualification procedure for positions in the Management Board of PKP CARGO S.A. in restructuring, i.e.: President of the Management Board, Member of the Management Board for Commercial Affairs, Member of the Management Board for Finance, Member of the Management Board for Operations, Member of the Management Board for Employee Affairs, Member of the Management Board for Restructuring.

Then the Supervisory Board of PKP CARGO S.A. in restructuring adopted resolutions regarding the selection of candidates for the positions of Member of the Management Board for Finance, Member of the Management Board for Trade, Member of the Management Board for Operations and Member of the Management Board for Restructuring of PKP CARGO S.A. in restructuring.

Candidates selected for the positions of President of the Management Board, Member of the Management Board for Commercial Affairs, Member of the Management Board for Operations and Member of the Management Board for Restructuring made oral statements during loudspeaker telephone conversations in the presence of Members of the Supervisory Board present at the meeting. on consent to appointment to appropriate positions in the Management Board of PKP CARGO S.A. in restructuring; such a declaration was not effectively submitted by the candidate for the position of Member of the Management Board for Finance.

At this point, the Chairman of the Supervisory Board read a written statement PKP S.A. of December 20, 2024, according to which the PKP S.A. Shareholder, acting pursuant to § 14 section 4 of the Statute of PKP CARGO S.A. indicated Ms. Agnieszka Wasilewska - Semail as a candidate for the position of President of the Management Board of PKP CARGO S.A. in restructuring.

After prior discussion, the Supervisory Board, pursuant to appropriate resolutions, appointed PKP CARGO S.A. to the Management Board of PKP CARGO S.A. in restructuring:

- 1/ Mrs. Agnieszka Wasilewska-Semail for the position of President of the Management Board of PKP CARGO S.A. in restructuring;
- 2/ Mr. Artur Warsocki for the position of Member of the Management Board for Commercial Affairs of PKP CARGO S.A. in restructuring,
- 3/ Mr. Sebastian Miller for the position of Member of the Management Board for Operations of PKP CARGO S.A. in restructuring,
- 4/ Mr. Paweł Milek for the position of Member of the Management Board for Restructuring of PKP CARGO S.A. in restructuring.

VI.

Decision of the Supervisory Board of PKP CARGO S.A. in restructuring about the end of the qualification procedure, along with thanks - on behalf of the Supervisory Board - for participating in the qualification procedure, was sent to all candidates.

The list of candidates participating in the qualification procedure constitutes an Annex to this Protocol.

Seventeen (17) candidates participated in the selection process took advantage of the opportunity to submit a request to omit personal data in the published protocol from the qualification procedure.

It is hereby declared that the qualification procedure for positions in the Management Board PKP CARGO S.A. in restructuring, i.e.: President of the Management Board, Member of the Management Board for Commercial Affairs, Member of the Management Board for Finance, Member of the Management Board for Operations, Member of the Management Board for Employee Affairs and Member of the Management Board for Restructuring was carried out in accordance with the procedure for appointing a Member of the Management Board specified

in the provisions of the Articles of Association of PKP CARGO S.A. and the Regulations for appointing Members of the Management Board of PKP CARGO S.A., in force as of the date of initiation of the above-mentioned qualification procedure.

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

Ms. Marzena Piszczek - Chairwoman of the Nomination Committee

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Mr. Władysław Szczepkowski - Member of the Nomination Committee

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Mr. Robert Stępień - Member of the Nomination Committee

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Annex to
Report on the qualification procedure
for positions in the Management Board of PKP CARGO S.A. in restructuring, that is:
President of the Management Board, Member of the Management Board for Trade, Member of the Management Board for
Finance, Member of the Management Board for Operations, Member of the Management Board for Employee Affairs,
Member of the Management Board for Restructuring

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

1) Mr. Dariusz Bednarski;

2) Mr. Jaroslaw Duszewski;

3) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGO S.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

4) Mr. Piotr Kurcz;

5) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGO S.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

6) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGO S.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

7) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGO S.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

8) Mrs. Agnieszka Wasilewska – Semail;

9) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGO S.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for

Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

10) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure.

List of candidates in the qualification procedure for the position of Member of the Management Board Financial Affairs of PKP CARGO S.A. in restructuring:

1) Mr. Mariusz Bentkowski;

2) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

3) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol.

from the qualification procedure;

4) Mr. Andrzej Kopeć

5) Mrs. Magdalena Kubik;

6) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

7) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

8) Mrs. Agnieszka Wasilewska – Semail.

List of candidates in the qualification procedure for the position of Member of the Management Board Commercial Affairs of PKP CARGO S.A. in restructuring:

1) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

2) Mr. Piotr Kurcz;

3) Mr. Kazimierz Murawski;

4) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

5) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

6) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure.

List of candidates in the qualification procedure for the position of Member of the Management Board Operational Affairs of PKP CARGO S.A. in restructuring:

1) Mr. Dariusz Bednarski;

2) Mr. Adam Bielawski;

3) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

4) Mr. Piotr Jezierski;

5) Mr. Piotr Kurcz;

6) Mr. Sebastian Miller;

7) Mr. Dariusz Rudnicki;

8) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

9) Dagmar Szuścik;

10) Marek Trębicki;

11) Krzysztof Wiktorowicz;

12) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure.

List of candidates in the qualification procedure for the position of Member of the Management Board Employee Affairs of PKP CARGO S.A. in restructuring:

1) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

2) Mr. Jan Hambura;

3) Pursuant to § 7 section 3 of the Regulations on appointing Members of the Management Board of PKP CARGOS.A. in force on the date of initiation of the qualification procedure for the positions of President of the Management Board of PKP CARGO S.A., Member of the Management Board for Finance of PKP CARGO S.A., Member of the Management Board for Commercial Affairs of PKP CARGO S.A., the candidate took advantage of the opportunity to submit to the Company a request to omit personal data from the provided protocol. from the qualification procedure;

4) Arkadiusz Kawecki;

5) Piotr Kurcz;

List of candidates in the qualification procedure for the position of Member of the Management Board

for the Restructuring of PKP CARGO S.A. in restructuring:

- 1) Mr. Andrzej Długołęcki;
- 2) Mr. Jan Hambura;
- 3) Mr. Paweł Miłek