

### **Shareholder question**

*“As a shareholder of the company, pursuant to Article 428, paragraph 6 of the Commercial Company Code, I hereby request the following information in connection with the current report regarding the conclusion of the agreement of 22 May 2026 with the Ministry of Energy which provides for the possibility for employees to receive the so-called one-off cash severance pays.*

*Please provide information on how many employees out of the group of 526 people who have already received the severance pay qualify as:*

- workers employed underground,*
- administrative and office staff.”*

The one-off cash severance pay program is part of the transformation process of the hard coal mining sector. Jastrzębska Spółka Węglowa S.A. estimates that a total of 1,156 employees will receive one-off cash severance pays under the program.

In the first round, dated 28 May 2026, 526 employees received the one-off cash severance pays, including:

- 183 blue-collar workers working underground
- 16 engineering and technical staff working underground
- 105 blue-collar workers employed above ground
- 222 engineering, technical and administrative staff employed above ground.

The program is continuing.