

Questions submitted by a shareholder pursuant to Article 428 §6 of the Commercial Company Code

1. At what stage are the talks with the trade unions on the one-off bonus?
2. What estimate costs would the company incur as a result of the bonus payment?
3. Why doesn't JSW S.A. want to pay dividends in accordance with JSW S.A.'s Articles of Association, but has no problem paying a profit bonus to JSW S.A. employees?
4. What is the position of the JSW S.A. Management Board on this issue?
5. What is the position of the JSW S.A. Supervisory Board on this issue?
6. What is the position of the President of the Management Board Mr. Tomasz Cudny on this issue?

In addition, the shareholder requested that the JSW S.A. Management Board convene a JSW S.A. Shareholder Meeting to vote on the agreement, if any, with the trade unions on the payment of the one-off bonus.