

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

Inquiry No. 1:

1. If, according to the assertion of the JSW S.A. Management Board, the planned one-off bonus is not a profit bonus, then what does the provision in paragraph 5 of the Agreement concluded between the JSW S.A. Management Board and Representative Trade Union Organizations of 08 February 2023 mean, in particular the words: "After H1 the Parties to the agreement will review the Company's production and economic situation and the Company's results will be assessed, which will be the basis for implementing the set salary fund"?
2. Have there been situations in the Company's history where such one-off bonuses (the one now planned and the one in 2022) were paid in years when the Company was making losses?
3. According to paragraph 5 of the Agreement quoted in question 1, the Parties will proceed to evaluate the economic situation and assess the Company's results after the first half of the year. Does this mean that the Representative Trade Union Organizations will be presented in advance with the results for H1 2023?

Let me remind you that the official interim report for H1 2023 is due on 06 September 2023.

Inquiry No. 2:

1. Will the JSW S.A. Management Board take legal action, and what legal action will it take, in defense of the interests of the Company and its Shareholders, in the face of the bill proposed by the Ministry of Climate and Environment (No. UC148, Print 3487) submitted on 11 July 2023 to the Sejm of the Republic of Poland, which, CONTRARY TO THE CLASSIFICATION of the underlying EU Council Regulation No. 2022/1854 (and contrary to the universal principle of *ex retro non agit* saying that the law does not work retroactively) adds the only coking coal producer in Poland to the companies obliged to pay a solidarity contribution?
2. Will the Company go to court if the bill is adopted?
3. What is the position of the JSW S.A. Supervisory Board on this issue?
4. What is the position of the President of the Management Board Mr. Tomasz Cudny on this issue?