Current Report No. 41/2026

Resolution regarding the intention to carry out a collective redundancy procedure at Stalexport Autostrada Małopolska S.A., a subsidiary of the Issuer

With reference to Current Report No. 3/2026 of 22 January 2026 (subject: Decisions of the management boards of subsidiaries to prepare the financial statements for 2025 on a non-going concern basis), the Management Board of Stalexport Autostrady S.A. (hereinafter: the "Issuer") announces that on 18 November 2026 the Management Board of the Issuer's subsidiary, Stalexport Autostrada Małopolska S.A. (hereinafter: the "Subsidiary"), adopted a resolution regarding the intention to carry out a collective redundancy procedure at the Subsidiary.

The decision to reduce employment is due to the need to adapt the Subsidiary's organisational structure and staffing levels to changes in its business operations resulting from the expiry on 15 March 2027 of the Concession Agreement dated 19 September 1997 on construction by adaptation of the A4 motorway on the following section: Katowice (Murckowska Junction, 340.2 km) – Kraków (Balice Junction, 401.1 km) to the toll motorway standards and motorway operation on this section, including modifications made on the basis of subsequent amendments (hereinafter: the Concession Agreement).

The Concession Agreement forms the basis for the business operations of the Subsidiary and the Issuer's Capital Group.

The collective redundancies will cover all employees of the Subsidiary, except for members of its Management Board.

The collective redundancies will be carried out in accordance with the provisions of the Act of 13 March 2003, on specific rules for the termination of employment relationships for reasons not related to the employees.

Legal basis: Article 17(1) of Regulation (EU) No 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (market abuse regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC.