

Announcement of Possible Strike Action to Be Taken by Labour Organisations

Current report 6/2015 dated 23 January 2015

The Management Board of Bank Gospodarki Żywnościowej S.A. (the “Company”, “BGŻ”) hereby informs that the negotiations with the labour organisations operating in the Company, conducted as part of the collective dispute resolution procedure, failed to reach an agreement and, therefore, on 22 January 2015, pursuant to Article 9 of the Act of 23 May 1991 on Collective Bargaining (Dz. U. of 1991, No. 55, item 236, as amended), a report on the differences was prepared to present the position of the Company on the requests made by the labour organisations and upheld in the negotiations. The labour organisations requests include: (i) the right to additional severance payments for employees whose employment is to be terminated as part of collective redundancies or if the employer needs to terminate the employment on an individual basis for reasons not attributable to employees, and (ii) restructuring bonuses for all employees.

With reference to the refusal to satisfy all of their demands, on 22 January 2015 the labour organisations addressed a letter to the Company notifying it that the rejection of their requests would cause a strike to be called.

The Company’s Management Board will make due diligence to resolve the dispute.

Legal basis:

Article 56 Section 1 Item 1 of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (consolidated text: Dz. U. of 2013, no. 1382)