

Concluding a Consent with Labour Unions

Current report 8/2015 dated 3 February 2015

The Management Board of Bank Gospodarki Żywnościowej S.A. (the “Company”, “BGŻ”), with reference to current report no. 6/2015 of 23 January 2015, hereby informs that on 3 February 2015 the Company concluded a Consent with the labour unions operating in the Company (“Consent”).

In the Consent the parties, further to the commitments undertaken by the representatives of the labour unions during a meeting on 27 November 2014, have concluded that until the date of the merger of BGŻ with BNP Paribas Bank Polska S.A. (and irrespective of the date of the merger, before 31 March 2015): (i) no termination notices will be handed to BGŻ employees for reasons not attributable to the employees; and (ii) BGŻ employees will not be receiving notices revising the terms of employment by transfer to another branch, with the exception of employees working in branches that are being closed down, with regard to whom the decisions had already been made, upon consulting the Employee Council, and the changes of the place of work within the framework of the domestic market.

The parties to the Consent concluded that negotiations regarding the terms of implementing collective layoffs in BGŻ will commence on 10 February 2015.

Furthermore, based on the Consent the labour unions undertook to temporarily put any industrial action on hold.

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)