



current report no. 12/2015

date: 3 March 2015

Information on Initiating the Collective Dispute with Employees

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 Organized Trading, and Public Companies of 29 July 2005 (consolidated text: Journal of Laws of 2013 item 1382)

The Board of Executives of BNP Paribas Bank Polska SA (the "Bank") hereby announces that in the course of negotiations held with the trade unions since 10 February 2015 on planned staff reductions linked to the merger of the Bank with Bank Gospodarki Żywnościowej S.A., no agreement has been reached so far.

On 27 February 2015, two trade unions operating at the Bank formally submitted their demands to the Bank with regards to this matter. The trade unions demand (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.

On 2 March 2015, the Bank informed trade unions operating at the Bank that it is not going to meet their demands as submitted and as a result, pursuant to Article 7 Section 1 of the Act of 23 May 1991 on Collective Bargaining (Dz. U. of 1991, No. 55, item 236, as amended), a collective dispute between the Bank and its employees has been initiated (with the effect as of the day the trade unions operating at the Bank submitted their demands towards the Bank).

The Bank's Board of Executives will make every effort to reach an agreement with the trade unions in order to offer a fair compensation for the staff affected by the staff reduction plan.

Signatures of the company's representatives:

date	name	position	signature
03.03.2015	Jan Bujak	senior vice-president of the board	