



current report no. 13/2015

date: 5 March 2015

Agreement with One of Trade Unions Operating at BNP Paribas Bank Polska S.A.

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 S.A. (the "Bank"), in reference to current report no. 12/2015 of 3 March 2015, hereby informs that on 4 March 2015 the Bank and Bank Gospodarki Żywnościowej S.A. ("BGŻ"), on the one hand, and the Komisja Międzyzakładowa NSZZ „Solidarność” Pracowników Bankowości w Banku Gospodarki Żywnościowej S.A., Związek Zawodowy Pracowników Banku Gospodarki Żywnościowej S.A. i Banków Spółdzielczych (two trade unions operating at BGŻ) and Organizacja Zakładowa NSZZ „Solidarność” No. 3254 at BNP Paribas Bank Polska S.A. (one of the two trade unions operating at the Bank) on the other hand, entered into an agreement defining the method of proceeding on employee issues relating to group lay-offs (the "Agreement"). The parties to the Agreement agreed that group lay-offs would be conducted in the period of 24 months from the day of the planned merger of BGŻ with the Bank and would cover no more than 1,800 employees.

The parties to the Agreement also agreed, among other things, the selection criteria for employees whose employment contracts will be terminated under group lay-offs, terms of employees' participation in voluntary redundancy programs, terms of severance payments and additional compensation payable to employees, as well as the conditions of relocation (changing workplace) and the conditions of so-called outplacement program.

Furthermore, as a result of entering into the Agreement the collective dispute between the Bank and Organizacja Zakładowa NSZZ "Solidarność" Nr 3254 w BNP Paribas Bank Polska S.A., initiated on 27 February 2015, has been resolved. Considering that Organizacja Międzyzakładowa Pracowników Banków Nr 001 NSZZ PBiU "Dialog 2005" (the second trade union operating at the Bank) is not a party to the Agreement, the collective dispute between the Bank and this trade union, initiated on 27 February 2015, has not been resolved.

Signatures of the company's representatives:

date	name	position	signature
05.03.2015	Jan Bujak	senior vice-president of the board	