

Agreement with Trade Unions Operating at Bank Gospodarki Żywnościowej S.A.

### **Current report 16/2015 dated 5 March 2015**

The Management Board of Bank Gospodarki Żywnościowej S.A. (the "Bank"), in reference to current report no. 6/2015 of 23 January 2015 and current report no. 8/2015 of 3 February 2015, hereby informs that on 4 March 2015 the Bank and BNP Paribas Bank Polska S.A. ("BNPP Polska"), 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 the Bank) and Organizacja Zakładowa NSZZ „Solidarność” No. 3254 at BNP Paribas Bank Polska S.A. (one of the two trade unions operating at BNPP Polska) 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 the Bank with BNPP Polska and would cover no more than 1,800 employees of the Bank after its merger with BNPP Polska.

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 the trade unions operating at the Bank has been resolved.

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)