



Answers to Shareholder's questions provided under Article 428 of CCC

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The Management Board of Bank BGŻ BNP Paribas S.A. (hereinafter: "the Bank") hereby announces that on 3 July 2015, the Bank provided information to Mr. Zbigniew Korczyk, one of the Bank's shareholders, pursuant to Article 428 para. 5 of the Code of Commercial Companies and Partnerships (CCC), in response to his questions asked at the General Meeting held on 19 June 2015. When preparing the answers, the Management Board considered provisions of Article 428 para. 1 & 2 of the CCC.

Mr Korczyk addressed his questions, in the form of charges presented below, concerning collective redundancies made in the employment restructuring process related to the merger of BNP Paribas Bank Polska SA and Bank BGŻ SA, to the President of the Management Board:

- 1) the Bank's Management Board's failure to observe provisions arising from the European Social Card - Employment Management, because no voluntary redundancy programme addressed to all employees of the Bank was implemented, and rules applied in one of the programmes introduced was discriminatory for men, as it was designed for women older than 50 and men older than 55, who have not yet reached the protected age;
- 2) failure to undertake any measures to limit the size of collective redundancies and insufficient care in the management of human potential at the Bank's disposal;
- 3) failure to show interest in the proposal submitted by people running franchise branches of the former BNP Paribas Bank Polska SA aimed at the reduction of negative effects of the branch network restructuring programme (which assumes liquidation of approx. 100 branches).

[Answers to the Shareholder's questions were presented in the position of the Management Board of Bank BGŻ BNP Paribas SA, which constitutes an enclosure hereto.](#)

Legal basis:

Article 38, item 1, section 12 of the Minister of Finance Ordinance dated 19 February 2009 regarding the current and periodic information disclosed by issuers of securities and conditions for recognizing as equivalent information required by the laws of a non-member state (consolidated text: Journal of Laws of 2014, item 133).