



BNP PARIBAS

The agreement with the trade unions regarding the group lay-offs principles

current report no. 54/2023

report date: 13 December 2023

The Management Board of BNP Paribas Bank Polska S.A. ("the Bank") with reference to the current report no. 36/2023 of 16 October 2023, hereby informs that on 13 December 2023 the agreement defining the principles of proceeding the group lay-offs was concluded with the trade unions operating at the Bank (the "Agreement"). The parties to the Agreement agreed that group lay-offs will be conducted in the period from 1 January 2024 till 31 December 2026. As a result of negotiations with the trade unions, the Bank verified the maximum number of employees whose employment contracts may be terminated as part of group lay-offs and it was determined that group lay-offs will cover no more than 800 employees of the Bank.

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 program as well as benefits for employees covered by the group lay-offs.

The Bank estimates the restructuring provision covering the costs of group lay-offs in the amount of PLN 49.3 million, of which PLN 22.0 million will be recognized as an expense in the fourth quarter of 2023 and the remaining amount will be covered mainly from the partially unused provision created for the group lay-offs program conducted in 2021-2023.

Legal basis

Article 17, item 1 of the Market Abuse Regulation (MAR)