



Optimization of the organizational structure and employment of the Alior Bank S.A.

Current report No. 85/2016 of 25 November 2016

Legal basis: Article 17 Section 1 MAR – confidential information

Content of the report: The Management Board of Alior Bank S.A. (“Bank”) announces about its decision concerning changes in organization structure which is considered part of the restructuring of employment in Alior Bank S.A

In reference to the current report No. 82/2016 of November 4, 2016 concerning the Registration of the Demerger of Bank BPH S.A., simultaneously with the Registration of the Share Capital Increase, there occurred the divesting of part of Bank BPH assets in the form of an organized part of the Bank BPH business enterprise and the transfer of the Bank BPH Core Business to Alior Bank. As a result, the Demerger has become effective and the Bank BPH Core Business has formally become part of Alior Bank.

The consequence of these events is to optimize organizational structures and the rationalization of employment in particular areas of the business. Implementation of a new organizational structure is part of efforts to harness the potential of the merged Bank to achieve announced synergies and to create a solid foundation for building long-term competitive advantage.

At the same time the Management Board of Alior Bank S.A. announces that on 25 November 2016 has proceeded to the procedure of notification of intercompany trade union organizations, operating at the Bank, to proceed to work on the memorandum of understanding on the group layoffs, pursuant to Article 3 Item 1 of the Act of 13 March 2003 on special rules for termination of employment for reasons not attributable to employees.

The Management Board of Alior Bank S.A. shall also convey, to the relevant Employment Offices, information required by law in the manner and within the period specified in the Act.

The Management Board points out that the considered restructuring could last until the end of 2017 and cover the number of employees not greater than 2600.

Final data on the considered restructuring activities, including the number of employees affected by the restructuring and related costs and savings, will be known after the completion of consultation process with the trade unions by the Alior Bank S.A.