



## Optimization of the organizational structure and the Bank's Headquarters employment

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Legal basis: Article 56 (1) (1) of the Polish Act on Public Offerings – inside information

Contents of the report: The Management Board of Alior Bank S.A. ("Bank") informs about its decision concerning changes in Headquarters organization structure which will result in reduction of number of employees and subsequent establishing of rules governing group layoffs.

Automation and process refinement as well as a consequent implementation of cost optimization requires an adjustment of the employment level in order to match the Banks requirements of the new organizational structure.

Layoffs program (including severance cost) is a part of Bank's cost structure optimization program in force, which scale of the savings will amount to around PLN 50 M in 2014 and 2015.

The restructuring of head office function units, which will take place from the end of February to June this year, will affect 260 FTEs in Headquarters, which constitutes 4% of the Bank's employment as of 24.02.2014. The Management Board of the Bank intends to ensure adequate severance packages corresponding with employees employment period.

The costs will not adversely affect current business model and Bank's financial performance. They will be accounted for in parallel along with progress of employment optimization process and will be included in Q1 2014 and Q2 2014 results.

The actions taken will contribute to significant increase of Bank's efficiency and C/I ratio decrease to the level below 45% in 2016. Organizational structure and employment optimization in Headquarters does not imply the change of Bank's development strategy. The Bank employed more than 340 persons since the beginning of 2014 and plans to continue recruitment, in particular for the positions connected with banking products and services offering.