



Termination of negotiations with trade unions on employment restructuring

Current report No. 87/2016 of 15 December 2016

Legal basis: Article 17 Section 1 of the MAR – inside information.

Content of the report: The Management Board of Alior Bank S.A. (the “**Alior Bank**”), with reference to Alior Bank’s current report No. 85/2016 of 25 November 2016 hereby announced that on 15 December 2016 between the Bank and all of the trade unions operating at Alior Bank ie.:

1. **Organizacja Międzyzakładową NSZZ „Solidarność” in Alior Bank S.A.;**
2. **Organizacja Międzyzakładowa Pracowników Bankowości i Usług nr 06-005 Ogólnopolskiego Pracowniczego Związku Zawodowego „Konfederacja Pracy”;**
3. **Niezależny Związek Zawodowy Pracowników Bankowości i Usług „Dialog 2005” Organizacja Międzyzakładowa Pracowników Banków nr 001;**
4. **NSZZ Pracowników Bankowości „BANKOWIEC” Międzyzakładowa Organizacja Związkowa w Banku PEKAO S.A. i w Banku BPH S.A.;**
5. **Związek Zawodowy Pracowników Bankowości i Usług „JEDNOŚĆ”**

, 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 on 1 January 2017 and will be completed on 31 December 2017.

Implementation of the agreed redundancies will generate cost synergies consistent with the plan communicated by Alior Bank earlier.

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 severance payments and additional compensation payable to employees, as well as the conditions of relocation (changing workplace).

The cost associated with the payment of severance to employees laid off in connection with headcount restructuring will be incorporated in the restructuring provision.