

**CURRENT REPORT FILED WITH THE
POLISH FINANCIAL SUPERVISION AUTHORITY
IN WARSAW**

DATE: September 21st 2020

Subject: Rules of procedure adopted for cases involving employees covered by collective redundancy programme (Current Report No. 49/2020)

Contents:

Current Report No. 49/2020

Further to Current Report No. 42/2020 of August 28th 2020 concerning the proposed workforce restructuring at RAFAKO S.A., the Management Board of RAFAKO S.A. of Racibórz (the “**Company**”) announces that on September 21st 2020 its consultations with the in-house trade unions were closed.

The consultations did not lead to the conclusion of an agreement referred to in Art. 3 of the Act on Special Rules of Terminating Employment for Reasons Not Attributable to Employees.

In view of the absence of such agreement, the Company has adopted rules of procedure for cases involving employees intended to be made redundant under the collective redundancy programme (the “**Rules**”). The Rules incorporate, to the extent possible, the proposals put forward during the consultations by the trade unions operating at RAFAKO S.A.

In particular, the Rules specify that:

- the maximum number of employees affected by the redundancies will be 400;
- the redundancies will be carried out until March 31st 2021.

The Company’s Management Board further announces that it will notify the relevant labour office of the adopted arrangements concerning collective redundancies to be carried out at the Company.

In addition to the collective redundancies, the reorganisation process will also include optimisation measures to be implemented across the organisation.

Legal basis: Article 17(1) of the Market Abuse Regulation – Inside information

Mariusz Zawisza, President of the Management Board

Ewa Porzucek, Vice President of the Management Board