

**CURRENT REPORT FILED WITH THE POLISH FINANCIAL SUPERVISION  
AUTHORITY IN WARSAW****DATE: October 19th 2021****Subject: [Agreement with trade unions on collective redundancies \[RB 40/2021\]](#).****Text of the report:**

Further to Current Report No. 36/2021 of September 27th 2021 concerning planned collective redundancies, the Management Board of RAFAKO S.A. of Racibórz (the “**Company**”) announces that on October 18th 2021 its consultations with the in-house trade unions were closed.

The consultations resulted in the conclusion of an agreement on collective redundancies (the “**Agreement**”) referred to in Art. 3 of the Act on Special Rules of Terminating Employment for Reasons Not Attributable to Employees.

The Agreement stipulates various terms and conditions of the redundancies, including:

- the objective and transparent criteria for dismissing employees as part of the redundancies, with due regard for the Company's economic interests;
- that the maximum number of employees to be made redundant will be 190;
- that the collective redundancies process will have been completed by December 31st 2021;
- that all the redundancies will be made in a single round,
- that all interested employees who are made redundant will be eligible for participating in an outplacement programme as referred to in Art. 70 of the Act on promotion of employment and labour market institutions.

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.

The Agreement is to enter into force on October 19th 2021.

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

Radosław Domagalski-Łabędzki, President of the Management Board

Maciej Stańczuk, Vice President of the Management Board