

DATE: September 28th 2017

Subject: Conclusion of agreement on collective redundancies with trade union organizations

Contents:

Current Report No. 34/2017

Further to Current Report No. 17/2017 dated June 21st 2017 concerning the beginning of another stage of reorganisation at RAFAKO S.A. and Current Report No. 30/2017 of September 8th 2017 concerning reduction of employment at the Company, the Management Board of RAFAKO S.A. of Racibórz (the „**Company**”) announces that on September 28th 2017 consultations with the trade unions operating at RAFAKO S.A. were completed.

As a result of the consultations, the agreement referred to in Art. 3 of the Act on Special Rules of Terminating Employment for Reasons Not Attributable to Employees („**Agreement**”) has been concluded. The Agreement will enter into force on October 2nd 2017.

The parties to the Agreement have agreed that collective redundancies will be carried out in the period from the date of completion of the consultations with the trade unions operating at the Company, understood as the date of the Agreement’s entry into force (October 2nd 2017) to July 31st 2018. The change of the deadline to complete the collective redundancies process relative to RAFAKO Management Board’s previous announcements results from the decision made with the social partner (the Company’s trade unions). The goal behind the collective redundancies is to build a flexible and more effective organisation, adapted to current market conditions.

The total amount of all severance benefits to be paid to employees covered by the redundancies will be determined by the end of 2017.

The maximum number of employees affected by the redundancies will be 276. The number of staff to be made redundant has decreased compared to the original plans as a result of detailed analyses and decisions reached with the trade unions. At the same time it will be in line with the business objectives set by the Management Board in connection with the Company’s reorganisation.

Following the analyses and consultations with the trade unions it was decided that the reorganization process, in addition to the collective redundancies, would also include optimisation measures to be implemented across the organization, resulting in the amount of savings specified in

Current Report No. 30/2017

Legal basis: Art. 17.1 of the Market Abuse Regulation – inside information.

Agnieszka Wasilewska-Semail – President of the Management Board

Jarosław Dusiło – Vice President of the Management Board