

**CURRENT REPORT FILED WITH THE POLISH FINANCIAL  
SUPERVISION AUTHORITY IN WARSAW****DATE: June 21st 2023****Subject: [Management Board decision not to launch collective redundancy procedure \(Current Report No. 69/2023\)](#)****Text of the report:**

The Management Board of RAFAKO S.A. of Racibórz (the “**Company**”), further to Current Report No. 55/2023 of March 15th 2023 announcing that on May 15th 2023 the Company’s Management Board decided to launch a formal collective redundancy procedure within the meaning of the Act on Special Rules of Termination of Employment for Reasons Not Attributable to Employees of March 13th 2003 (the “**Act**”), announces that on June 20th 2023 the Company’s Management Board decided not to launch the collective redundancy procedure within the meaning of the Act.

The decision not to launch the collective redundancy procedure within the meaning of the Act, made after reviewing the position of the Trade Union Organisations operating at the Company, follows from the recognition that the implementation of the collective redundancy procedure gives rise to a significant risk of the Company losing competent personnel.

**Legal basis:**

Article 17(1) of the Market Abuse Regulation – inside information.

Maciej Stańczuk – President of the Management Board  
Joanna Zwolak – Commercial Proxy