



Niezależny Związek Zawodowy Pracowników Bankowości i Usług

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(FECEC)
Członek Forum Związków Zawodowych

Oświęcim, December 16, 2020

**Mr
Jean-Laurent Bonnafé
Director and Chief Executive Officer
of BNP Paribas**

**Mr
Przemysław Gdański
President of the Management Board
of Bank BNP Paribas in Poland**

Dear Gentlemen

Continuing our fight for employees, for a fair approach to the people who have been made redundant and with regard to the information provided to us during the negotiations that BNP Paribas Bank Polska S.A. does not have the funds to carry out voluntary redundancy programs, below are some facts disclosed by the Bank to the public.

On March 3, 2020, in accordance with the statement of BNP Paribas Bank Polska S.A., it was written on the Forsal.pl portal that in 2019 this entity practically doubled its profits compared to 2018. President of the Management Board of BNP Paribas Bank Polska S.A. during the press conference, he stated: "This bank should calmly deliver PLN1bn in net profit per year and last year's result showed that this is not an unrealistic prospect. We are working on the ratio of costs to revenues, which is very important to us - without taking into account integration costs, this ratio would drop significantly. "

Despite the acquisition of Raiffeisen Bank Polska, acquisition and restructuring costs and ongoing group layoffs, the Bank achieved remarkably good results and a synergy effect that no other bank in Poland was able to achieve, being in a similar situation.

The Bank's financial report for the three quarters of 2020 also shows an increase in profits compared to the corresponding period in 2019. Despite the progressing pandemic, the Bank was able to find itself on the market and achieve growth.

On December 8, 2020, on the Forsal.pl portal, it was announced to the public that BNP Paribas Bank Polska concluded with BNP Paribas S.A. in France a non-revolving subordinated loan agreement in

the amount of PLN 2.3 billion, for a period of ten years. This means that the French owner appreciates the current results of the Bank and invests in its further development, taking into account the prospect of revenue growth.

In addition, we emphasize that the speeches of the Presidents responsible for individual areas of BNP Paribas Bank on December 8, 2020 clearly confirm that the Bank is in the phase of dynamic development and improvement of financial ratios and that it is successfully implementing these plans.

Against the above, we ask why the Bank has not established a financial reserve for severance and compensation for employees in connection with group layoffs planned for 2021-2023, at a level that allows for a social protection package at least at the level of 2019-2020?

The trade union organization Dialog 2005 is pleased with the Bank's good results and good prospects for the future, we appreciate the Bank's Management Board and at the same time emphasize the commitment and hard work of thousands of employees. The Bank will terminate employment contracts with some of them as part of a collective dismissal. It is important for employee representatives how the Bank says goodbye to people, how it will thank people for their long-term work. It is important whether it will allow them to take advantage of the voluntary departure program, or will it simply "push" people aged 50+ onto the labor market?

Once again, we call for the verification of the draft agreement on collective redundancies, presented by the Employer, and for providing the trade unions with proposals for social protection at a fair level. Please respect the standards.

Yours sincerely
on our behalf and the Management Board
Organization
Dialog 2005

Alicja Jędrych together with Anna Oprocha-Piech