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Press release

Further to rumours circulated by one of the trade unions as to alleged plans to dissolve leading Companies of the Grupa Azoty Group, i.e. Grupa Azoty Puławy, Grupa Azoty Police and Grupa Azoty Kędzierzyn, we firmly deny that the newly adopted Strategy of the Grupa Azoty Group includes any dissolution plans regarding those companies or any resulting staff lay-off plans. We regard such rumours as harmful fake news and we urge everyone to refrain from spreading them. Doing so could trigger unrest at the Companies concerned and cause unnecessary anxiety among our staff.

The new Grupa Azoty Group Strategy for 2021–2030 was unanimously adopted by the Management Board of Grupa Azoty S.A. and approved by the Company's Supervisory Board. Of course, the final document includes a section on the Group-wide management, and specifically on segment-based management. A fact worth recalling is that the consolidation processes and search for synergies were initiated together with representatives of the Grupa Azoty Group's employees after 2013 and they still have potential to generate additional benefits for the entire Group.

Notably, the Grupa Azoty Group Strategy for 2021–2030 was developed through an extensive consultation process carried out across the Group. The Strategy framework was prepared by more than 100 teams expert in various fields, which included employees and board members of all the Group companies as well as advisors – a total of several hundred people. In the course of work on the Strategy, which covers a time horizon of ten years, a lot of different opinions, views and ideas emerged, including those that ultimately, by a decision of the Management Board, were not included in the finally adopted version of the document.

Work is currently under way to implement the Strategy at all the Group Companies. For the purpose of this work, an editable draft has been made available to many individuals – at the discretion of members of the Management Board of each Company – containing working materials drawn up at various stages of the expert teams' work.

The detailed Strategy document, approved by the corporate bodies of Grupa Azoty S.A., has never been explicitly designated as 'classified information' but, as all capital market participants must surely understand, it cannot be made publicly available, representing a trade secret. Making it public would undermine the competitive position of Grupa Azoty S.A. on the market and would in effect be an action to the detriment of the Company and the Group, serving the interests of our competitors.

It should be stressed that access to the aforementioned document has only been granted in connection with their professional duties to persons responsible for the operationalisation, implementation and execution of the Strategy, who are not authorised to disseminate it outside the organisation or make its contents public.

We remind you that the crucial elements of the newly adopted Strategy were communicated to all stakeholders on October 29th 2021, in accordance with the accepted stock exchange standard and the need to preserve trade secrecy.

We do encourage you to read the new Strategy for 2021–2030, posted at <https://strategia2030.grupaazoty.com>