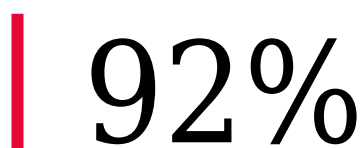


WORK-LIFE BALANCE

BENEFITS FOR EMPLOYEES

Employees of Agora Group in the Joint Social Fund have access to a number of benefits:

Benefits



92%

of Agora Group employees used MyBenefit platform in 2019



- benefit platform and partial refund of gym memberships,
- additional services for employees in difficult circumstances,
- partial refund of sports events (including participation in running events),
- home loans.

The employees have access to MyBenefit platform regularly receive credits they can exchange for various services. The number of points received by an employee depends on their material situation. Under this programme, the employees have access to a broad range of services: discounts on cinema, concert, theatre tickets, admission to cultural, sports and other events, as well as access to sport and recreational services, services and summer camps for their children, visits to SPA resorts or special offers in shops as well as MultiSport Card.

System MyBenefit

	2019	2018	YOY
% of Agora Group employees who use MyBenefit *	92%	91%	↑ 1pkt%

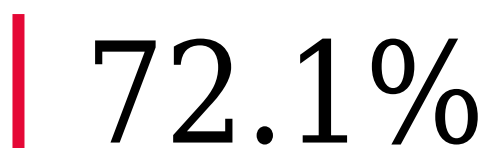
* not included data for: Helios, Foodio Concept, Step Inside, AMS, Adpol and GoldenLine.
Source: Human Resources, Agora Group.

SUPPORT TO PARENTS

Agora offers the following forms of support to employees with families:

- parental benefit,
- co-funding of school supplies,
- co-funding of 'green schools' and summer/winter camps,
- co-funding day-care or babysitting.

It is equally important to provide the employees with the possibility to return to work after parental leave. Agora monitors the return and retention rates after parental leave.



72.1%

of Agora Group employees returned to work after parental leave

Return to work and retention after parental leave

Powroty do pracy i retencja po urlopie rodzicielskim - 2019 rok

	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total
Employees who went on parental leave	142	37	179	61	21	82
Employees who returned to work after parental leave	93	36	129	46	21	67
Employees who returned to work after parental leave and remained in employment for 12 after return	102	7	109	52	4	56
Share of returns after parental leave	65.5%	97.3%	72.1%	75.4%	100%	81.7%

Source: Human Resources, Agora Group, excluding Foodio Step Inside

Powroty do pracy i retencja po urlopie rodzicielskim - 2018 rok

	Women	Men	Total	Women	Men	Total
Employees who went on parental leave	76	51	127	66	41	107
Employees who returned to work after parental leave	108	58	166	53	39	92
Employees who returned to work after parental leave and remained in employment for 12 after return	92	50	142	50	36	86
Share of returns after parental leave	85.2%	86.2%	85.5%	80.3%	95.1%	86.0%

Source: Human Resources, Agora Group, excluding Foodio Step Inside

FLEXIBLE HOURS AND TELEWORKING

In agreement with their supervisors, the employees of the Agora Group companies may choose to work remotely or in a flexible hours schedule. Among the facilities of Agora Group's main office at Czerska 8/10 in Warsaw are a canteen serving breakfasts, lunches and dinners, Gazeta Cafe, fitness facilities with a swimming pool and a sauna in the basement of the building. There are parking spaces for cars and bicycles.

DWIE GODZINY DLA RODZINY (TWO HOURS FOR THE FAMILY)



Every year around International Children's Day (in 2018 it was 1 June, in 2019 - 31 May) Agora joins Two Hours for the Family project, when every employee can use the special opportunity to leave work two hours earlier and spend the time with their family.

PROMOTION OF CULTURE

Employees of Agora Group have also access to a number of discounts on the products of Agora Group:

- 70 per cent discount on digital subscription of Gazeta Wyborcza
- 75 per cent discount on access to Premium podcasts of TOK FM Radio
- 15 per cent discount on purchases on Kulturalnysklep.pl
- 25 per cent discount on purchases on io.pl
- 10 per cent discount on purchases in Gazeta Cafe
- reduced price on tickets to Helios cinemas across Poland - also for +1
- special prices on tickets to selected concerts and music events produced by Agora

AGORA PRACODAWCĄ PRZYJAZNYM CZYTAJĄCYM (READER-FRIENDLY EMPLOYER)



Agora actively promotes readership in the society at large as well as among its employees.

Agora Group was among the first to join CzytajPL campaign and was awarded a title of Reader-Friendly Employer.

FREE E-BOOKS FOR SUMMER VACATION AND HOLIDAYS

| 2544

e-book downloads by the employees of Agora Group in
Darmowe e-booki (Free e-books) campaign in 2019



Employees of Agora Group could download free e-books from Publio.pl twice in 2019 before summer vacation and Christmas. This way Agora continues to promote readership among their employee.

Free e-books Campaign in 2018 in Agora Group

	2019	2018
number of Free e-books downloads	2 544	3 156

Source: Human Resources, Agora Group.

PRZECZYTANA? WYMIEN SIĘ! (FINISHED READING? PASS IT ON!)

| 250

books donated to hospital common rooms and single mother shelters, Bread of Life Community of Sister Małgorzata Chmielewska, St. Dominic Fair and to the penitentiary in Uherce Mineralne



The book-swapping project emerged from spontaneous book-swapping events. Agora Group employees based in Czerska 8/10 office in Warsaw can bring their own books or take some from a shelf installed in the office.

Every three months some of the books are donated to single mother shelters, Bread of Life Community of Sister Małgorzata Chmielewska, St. Dominic Fair and to the penitentiary in Uherce Mineralne.

CHODŹ DO TEATRU (COME, WATCH A PLAY)

| 48

performances were offered in Chodź do teatru (Come, watch a play) project

| 165

times Agora employees were offered special price theatre tickets in 2019



Since 2018 the employees of Agora have been offered special admission prices to selected theatres: Teatr Kwadrat, Teatr Ateneum, Och Teatr, Teatr Polonia, Teatr Ochoty in Warsaw and Teatr Polski in Wrocław. The selection of plays in the catalogue is changed every month.

MORE PAID LEAVE INCENTIVE

MORE PAID LEAVE INCENTIVE

| 69%

increase in the number of employees of Agora and its entities who used their paid leave in full in 2019



From 2019 employees of Agora and its entities who plan and use up all their vacation days by the end of the year are entitled to two additional days of paid leave - 24 and 31 December. The project brought about a 69-percent growth in the number of employees who used up all their days of paid leave.

CHILDCARE PROJECT FOR THE TIME OF 2019 TEACHERS STRIKE

CHILDCARE PROJECT FOR THE TIME OF 2019 TEACHERS STRIKE



As a provision for the planned nationwide teachers strike and temporary closing of schools, employees of Agora Group in Warsaw were offered a special programme for their children. During the protest, for two weeks children were looked after in Agora's Czerska headquarters (at no charge), or in FunPark Digiloo (partially paid by Agora). Children took part in chemistry experiments, art workshops as well as games and competitions while remaining in the care of professional leisure time animators.

SPORTS EVENTS FOR EMPLOYEES

Agora promotes healthy lifestyle through a special running fund, aiming to support an increasing number of runners. Each employee is entitled to a specified amount per year, to be spent on running events - marathons, half-marathons or other non-standard running and skiing endurance events.

The employees are also invited to enter competitions organized by Agora:



Skiing Jajo Agory
(Agora Egg)



Sailing
Agora Cup



Football
Agora Mundial



Tennis
Agora Open

Running fund

Fundusz biegowy Agory S.A.

AGORA Report 2019

	2019	2018
Number of Agora SA employees who received refunds from Agora's running fund	12	28

Source: Human Resources, Agora Group.