

INTERNAL REGULATIONS

Agora Group has the following employment regulations in place:

- Employee code

Employee Code is an internal, legally secure document in force in all Agora Group entities, regulating the organization and order of labour processes and relevant rights and obligations of the employer and employees. The rules apply to all employees, regardless of their position, type of contract or employment category.

- Terms and Conditions of Forming a Joint Social Fund. Joint Social Fund

Terms and Conditions of Forming a Joint Social Fund determines the key principles of forming and managing such a fund, as well as eligibility terms for receiving payments from the fund. It is an internal document in force in all Agora Group entities that meet the criteria for forming such funds: Agora, Agora TC, Agora Poligrafia, Doradztwo Mediowe, Grupa Radiowa Agory, Inforadio, NEXT FILM, Domiporta, Yieldbird, Optimizers have signed an agreement establishing Joint Social Fund.

- Agora's Employee Remuneration Policy

Employee Remuneration Policy (with annexes) regulates the terms of remuneration of all employees of Agora, regardless of the type of contract and position. It also specifies regulations relevant to certain specific positions. Employee Remuneration Policy is a separate, internal, legally secure document in force in all Agora Group entities.

- [Remuneration Policy for Agora Group's Key Managers](#)

The purpose of the policy is to ensure attractive terms of employment to attract and retain qualified employees of key importance to the execution of the company's strategy and achievement of long-term growth.

Agora ensures that the terms we offer are relevant to the situation on the market and in the organization and competitive.

- [Diversity Policy of Agora Group](#)

The goal of Agora Group is to build a governance structure that guarantees that all employees support one another in their daily responsibilities. Activities promoting diversity within the organisation help to build a diverse yet efficient team. The diversity management policy at Agora Group is based on overcoming barriers such as age, gender and health status and is rooted in the belief that the professional potential of our employees is based on their competences.

- Policy for Preventing Workplace Discrimination and Mobbing in Agora S.A.

Agora was among Poland's first companies to develop their own policy for preventing

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workplace discrimination and harassment. Its first version entered into force as early as in 2003. In 2018 the document was revised. The idea behind adopting an internal anti-discrimination and anti-mobbing policy in Agora S.A. is to prevent workplace discrimination and mobbing, and to educate employees in the matter. Other entities of Agora Group are obliged to adopt similar solutions.

- Agreement on Teleworking Terms and Conditions in Agora S.A. S.A.

Agreement on teleworking terms and conditions in Agora SA is an internal document signed in 2016 in Warsaw. It is an internal document and specifies the terms of teleworking employment. The remaining entities of Agora Group have their own internal teleworking regulations, e.g. in. in their labour code and other relevant codes in force.