

DIVERSITY IN THE WORKPLACE

Diversity and openness are values integral to Agora Group's business operations as well as employment policy. Employees of Agora Group come from different backgrounds and cultures, exhibit various skills and talents, represent diverse thinking styles and viewpoints and have different life and professional experience. We strive to build a diverse yet efficient team of individuals working together.

By signing Diversity Charter, Agora undertook an obligation to:

- create a pro-diversity workplace atmosphere and organizational culture,
- introduce internal institutional solutions to develop equal treatment policies,
- develop and implement anti-discrimination and diversity management in the workplace policies,
- introduce anti-discrimination and anti-mobbing monitoring measures and a system of education about preventing discrimination and mobbing,
- open dialogue with employees on the adopted diversity management policy,
- issue annual reports on diversity measures and their results,
- promote and educate about diversity management in Poland.

Agora fulfils these obligations on various levels. Their results are discussed in Agora's non-financial report.

AGORA SIGNED DIVERSITY CHARTER

On 8 March 2017 Agora Group signed Diversity Charter as Poland's first media corporation, thus joining other European employers who recognize the importance of diversity in the workplace.

By signing the charter, we obliged ourselves to implement, promote and disseminate diversity management and equal treatment policies among all stakeholders of Agora.



jako sygnatariusz Karty Różnorodności, aktywnie przeciwdziała dyskryminacji, wprowadzania polityki równego traktowania i zarządzania różnorodnością w miejscu pracy.

EQUAL TREATMENT

The composition of governance bodies and breakdown of employees by employee category and gender indicate a roughly equal share of genders both in senior as well as junior positions. In terms of age, the employees of Agora Group reflect the structure of Polish society.

| 51.8%

share of women in middle and senior management positions in Agora Group

| 56.9%

share of women other positions in Agora Group

Employee breakdown by category and gender

Pracownicy w podziale na kategorię zatrudnienia i płeć - 2019

	Agora Group		Agora S.A.	
	Women	Men	Women	Men
Senior and middle management	51.8%	48.2%	52.1%	47.9%

	Agora Group		Agora S.A.	
	Women	Men	Women	Men
Other employees	56.9%	43.1%	58.0%	42.0%

Source: Human Resources, Agora Group.

Pracownicy w podziale na kategorię zatrudnienia i płeć - 2018

	Agora Group		Agora S.A.	
	Women	Men	Women	Men
Senior and middle management	54.3%	45.7%	52.5%	47.5%
Other employees	52.5%	47.5%	53.2%	46.8%

Source: Human Resources, Agora Group.

Employee breakdown by category, age and gender

Senior and middle management

Pracownicy w podziale na kategorię zatrudnienia, wiek i płeć - 2019 - Pracownicy na stanowiskach kierowniczych i wyższych

	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total

	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total
< 30 y.o.	4.6%	4.7%	4.6%	6.5%	1.8%	4.2%
30-50 y.o.	82.4%	72.8%	77.7%	76.2%	71.2%	73.8%
>50 y.o.	13.0%	22.6%	17.6%	17.3%	27.1%	22.0%

Source: Human Resources, Agora Group.

Senior and middle management

Pracownicy w podziale na kategorię zatrudnienia, wiek i płeć - 2018 - Pracownicy na stanowiskach kierowniczych i wyższych

	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total
< 30 y.o.	6.6%	3.0%	4.9%	8.9%	4.1%	4.9%
30-50 y.o.	82.6%	75.7%	79.4%	77.0%	75.1%	79.4%
>50 y.o.	10.8%	21.3%	15.6%	14.1%	20.7%	15.6%

Source: Human Resources, Agora Group.

Employee breakdown by category, age and gender

Other employees

Pracownicy w podziale na kategorię zatrudnienia, wiek i płeć - 2019 - Pracownicy na stanowiskach niższych niż kierownicze

	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total
< 30 y.o.	19.1%	19.7%	19.4%	16.3%	15.5%	16.0%
30-50 y.o.	67.6%	67.0%	67.3%	66.4%	68.4%	67.2%
>50 y.o.	13.3%	13.3%	13.3%	17.3%	16.1%	16.8%

Source: Human Resources, Agora Group

Other employees

Pracownicy w podziale na kategorię zatrudnienia, wiek i płeć - 2018 - Pracownicy na stanowiskach niższych niż kierownicze

	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total
< 30 y.o.	20.3%	16.7%	18.6%	18.1%	13.7%	16.0%
30-50 y.o.	67.3%	71.8%	69.4%	66.0%	71.9%	68.7%
>50 y.o.	12.4%	11.5%	12.0%	15.9%	14.5%	15.2%

Education levels attest to high competences of Agora Group personnel. Women are on average better educated than men, which is indicated by the share of female employees with higher education on all levels of the organization.

70.6%

of all employees of Agora Group have higher education

Employee breakdown by category, education and gender

Senior and middle management

Pracownicy w podziale na kategorię zatrudnienia, wykształcenie i płeć - 2019 - stanowiska kierownicze i wyższe

Education	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total
Primary education	0.3%	0.0%	0.2%	0.0%	0.0%	0.0%
Secondary education	20.7%	28.2%	24.4%	23.2%	24.7%	23.9%
Higher education	79.3%	75.1%	77.2%	76.8%	75.3%	76.1%

Senior and middle management

Pracownicy w podziale na kategorię zatrudnienia, wykształcenie i płeć - 2018 - stanowiska kierownicze i wyższe

	Agora Group			Agora S.A.		
Education	Women	Men	Total	Women	Men	Total
Primary education	0.3%	0.0%	0.2%	0.0%	0.0%	0.0%
Secondary education	20.5%	27.4%	23.6%	22.1%	25.9%	23.9%
Higher education	79.2%	72.6%	76.2%	77.9%	74.1%	76.1%

Source: Human Resources, Agora Group.

Employee breakdown by category, education and gender

Other employees

Pracownicy w podziale na kategorię zatrudnienia, wykształcenie i płeć - 2019 - stanowiska niższe niż kierownicze

	Agora Group			Agora S.A.		
Education	Women	Men	Total	Women	Men	Total
Primary education	0.0%	0.3%	0.1%	0.0%	0.6%	0.3%
Secondary education	24.9%	38.2%	30.7%	25.9%	37.6%	30.7%
Higher education	75.0%	60.3%	68.6%	74.1%	61.8%	69.0%

Source: Human Resources, Agora Group

Other employees

Pracownicy w podziale na kategorię zatrudnienia, wykształcenie i płeć - 2018 - stanowiska niższe niż kierownicze

	Agora Group			Agora S.A.		
Education	Women	Men	Total	Women	Men	Total
Primary education	0.1%	0.3%	0.2%	0.0%	0.5%	0.2%
Secondary education	26.9%	46.1%	36.0%	27.9%	44.2%	35.6%
Higher education	73.0%	53.6%	63.8%	72.1%	55.3%	64.2%

AGORA Report 2019

Source: Human Resources, Agora Group.

Agora Group strives to encourage the employment of people with disabilities. The largest number of such individuals is employed by AMS. The company has been actively promoting activation of people with disabilities.

| 3.7%

of the employees of Agora Group are individuals with disabilities

Share of employees with disabilities

Udział pracowników z niepełnosprawnościami - 2019

	Women	Men	Total
Agora Group	2.6%	5.0%	3.7%
AGORA S.A.	0.8%	1.2%	1.0%

Source: Human Resources, Agora Group.

Udział pracowników z niepełnosprawnościami - 2018

	Women	Men	Total
Agora Group	2.7%	4.4%	3.5%

AGORA Report 2019

	Women	Men	Total
AGORA S.A.	0.9%	1.1%	1.0%

Source: Human Resources, Agora Group.

The main office of Agora Group is located in Poland and Poland is the group's primary market. The majority of the employees of the Agora Group are Polish citizens.

Share of foreign employees in total employees of Agora Group

Procent obcokrajowców w stosunku do liczby wszystkich pracowników w Grupie Agora - 2019

	Women	Men	Total
Agora Group	0.5%	0.5%	0.5%
AGORA S.A.	0.4%	0.2%	0.3%

Source: Human Resources, Agora Group.

Procent obcokrajowców w stosunku do liczby wszystkich pracowników w Grupie Agora - 2018

	Women	Men	Total
Agora Group	0.3%	0.7%	0.5%
AGORA S.A.	0.2%	0.1%	0.2%

Source: Human Resources, Agora Group.