

EMPLOYEE REPRESENTATION, FREEDOM OF ASSOCIATION

The following employee representation bodies operate in the Agora Group: Employee Council, trade union and Employee Representative. All three are invited to join consultations in key employee matters.

Employee Council operates under the Act on Informing and Consulting Employees and an agreement with the Management Board. Council Members are elected through popular vote for a four-year term. Employee Council represents the interests of the employees and acts as an intermediary between them and the Management Board, operating as an advisory and consulting body. Employee Council is active at: Agora, Agora Poligrafia and Grupa Radiowa Agory. Information about Employee Council can be found in the Intranet.

Joint Trade Union Organization of Solidarność Trade Union in Agora S.A. and Inforadio Sp. z.o.o. (Organizacja Międzyzakładowa - OM) has been active at: Agora, Inforadio, Agora Poligrafia, AMS, Doradztwo Mediowe, Grupa Radiowa Agory since 12 December 2011. In December it expanded into GoldenLine Sp. z. o.o., and in January 2019 into Tandem Media Sp. z o.o. Under the Polish law, management boards of companies with employees represented by active trade unions are obliged to conduct consultations or negotiate the matters specified in the regulations with their trade unions. The remaining entities of Agora Group have Employee Representatives - mandated by the law. No collective bargaining agreements are in force at Agora Group.