

## **REMUNERATION**

The average salary in Agora and the entire Agora Group significantly exceeds the minimum wage applicable in Poland, which amounted to **PLN 2.250** to in 2019 and **PLN 2.600** in 2020.

**Table: Average basic salary\* of positions lower than managerial in relation to the minimum wage in Poland by sex**

|      | Agora Group |      | Agora S.A. |      |
|------|-------------|------|------------|------|
|      | Women       | Man  | Women      | Man  |
| 2019 | 236%        | 264% | 264%       | 297% |
| 2020 | 199%        | 206% | 232%       | 261% |

*\*values as at 31.12.2019 and 31.12.2020 were used for the comparison. Data from HR departments of Agora Group companies*

At Agora, like throughout the Agora Group, the average basic salary received by women is lower than the average basic salary received by men. This applies both to the group of people employed in positions lower than managerial positions and to those employed in positions higher than managerial positions. However, the wage gap in 2020 was smaller than in 2019, despite the fact that salaries in both Agora and the Agora Group increased only slightly or decreased. These decreases, also visible in the ratio of the average basic salary to the minimum wage in Poland, resulted mainly from the difficult situation caused by the COVID-19 pandemic – in 2020, in agreement with the trade union organisations, a salary reduction of 20% was introduced across the Agora Group for six months.

**Table: The average salary of women in relation to the average salary of men by category of employment**

**THE RESPONSIBILITY REPORT FOR THE YEAR 2020 AGORA GROUP AND AGORA S.A.**

|                                              | <b>Agora Group</b> |             | <b>Agora S.A.</b> |             |
|----------------------------------------------|--------------------|-------------|-------------------|-------------|
|                                              | <b>2019</b>        | <b>2020</b> | <b>2019</b>       | <b>2020</b> |
| <b>BASIC SALARIES*</b>                       |                    |             |                   |             |
| Employees in managerial positions and higher | 91.2%              | 90.8%       | 87.4%             | 92.7%       |
| Employees in positions lower than managerial | 85.1%              | 89.2%       | 84.6%             | 85.9%       |
| <b>PAID SALARIES*</b>                        |                    |             |                   |             |
| Employees in managerial positions and higher | 95.7%              | 94.0%       | 84.6%             | 93.6%       |
| Employees in positions lower than managerial | 88.8%              | 96.2%       | 88.7%             | 88.7%       |

*\*Basic salary - an agreed minimum amount paid to an employee for the performance of his/her duties, without allowances, bonuses, etc. Paid salary - a basic salary plus additional amounts such as: length-of-service allowances, bonuses (in cash and equity: shares and stocks), payment of overtime benefits and any additional benefits. Values as at 31.12.2019 and 31.12.2020 were used for the comparison. Data from HR departments of Agora Group companies*

**Table: Annual change in basic salary and paid salary by sex and category of employment**

**THE RESPONSIBILITY REPORT FOR THE YEAR 2020 AGORA GROUP AND AGORA S.A.**

|                                                          | <b>Agora Group</b> |            |                | <b>Agora S.A.</b> |            |                |
|----------------------------------------------------------|--------------------|------------|----------------|-------------------|------------|----------------|
|                                                          | <b>Women</b>       | <b>Man</b> | <b>Average</b> | <b>Women</b>      | <b>Man</b> | <b>Average</b> |
| BASIC<br>SALARY<br>CHANGE<br>RATE<br>2020/2019           |                    |            |                |                   |            |                |
| Employees<br>in<br>managerial<br>positions<br>and higher | -13.5%             | -13.0%     | -13.1%         | 0.0%              | -5.6%      | -2.9%          |
| Employees<br>in<br>positions<br>lower than<br>managerial | -10.8%             | -14.9%     | -12.9%         | 4.2%              | 2.6%       | 3.8%           |
| PAID<br>SALARY<br>CHANGE<br>RATE<br>2020/2019            |                    |            |                |                   |            |                |
| Employees<br>in<br>managerial<br>positions<br>and higher | -17.6%             | -16.1%     | -16.7%         | -6.7%             | -15.6%     | -11.3%         |
| Employees<br>in<br>positions<br>lower than<br>managerial | -3.4%              | -10.9%     | -7.3%          | 1.5%              | 1.5%       | 1.7%           |

*\*Basic salary - an agreed minimum amount paid to an employee for the performance of his/her duties, without allowances, bonuses, etc. Paid salary - a basic salary plus additional amounts such as: length-of-service allowances, bonuses (in cash and equity: shares and*

**THE RESPONSIBILITY REPORT FOR THE YEAR 2020 AGORA GROUP AND AGORA S.A.**

*stocks), payment of overtime benefits and any additional benefits. Values as at 31.12.2019 and 31.12.2020 were used for the comparison. Data from HR departments of Agora Group companies*