

FREEDOM OF ASSOCIATION

The Agora Group has the following institutions representing employees: **works council, trade unions and the institution of an employee representative**. All three institutions are invited to consultations on key labour issues.

The works council operates on the basis of the Act on informing and consulting employees and the agreement concluded between the council and the company's Management Board. The council election is general and its term of office is 4 years. The works council represents the interests of employees and is a formal link between employees and the Management Board; it functions as an advisory and consultative body. The works council operates in the following companies: Agora, Agora Poligrafia and Agora Radio Group.

Until 2019, there was one trade union in the Agora Group - **Independent Self-Governing Trade Union "Solidarity"**. This union extends to the following Group companies: Agora S.A., Agora Radio Group, Doradztwo Mediowe, AMS and Goldenline. A total of **205 employees** of the Group are members of the union. Since May 2020, there has existed a second trade union organisation in Agora - **Workers' Initiative Committee**, extending to Agora. A total of **26 people** are members of the trade union.

As required by law, the Management Boards of companies in which trade unions operate agree legally defined decisions with representatives of the trade unions or consult them about the same. In other companies, as required by law, there is the institution of an employee representative.