

## WORK-LIFE BALANCE

We know how important work-life balance is. As a responsible employer, apart from remuneration, we offer our employees a varied package of benefits. They are mostly financed from the resources of the Company Social Benefits Fund.

### **The Company Social Benefits Fund**

In January 2020, we introduced new regulations for employee benefits offered by Agora and its group companies which jointly manage **the Company Employee Benefits Fund (CEBF)**.

The Company Social Benefits Fund is created mainly from: annual basic write-off, additional write-offs from net profit to be distributed, if they are adopted by the Ordinary General Meeting of Shareholders, donations and bequests of natural and legal persons, interest on its funds, interest income from loans granted to employees for residential purposes.

#### **The Fund resources are allocated to:**

- financial assistance in the acquisition and use of apartments or residential buildings;
- material aid - in-kind or financial assistance;
- support of leisure activities;
- sport and recreation;
- cultural and educational activities;
- other social activities.

Benefits from the Social Benefits Fund may be granted to employees, pensioners and annuitants - former employees employed immediately before their retirement or annuity, as well as their families.

**Table: Amounts of subsidies for individual categories disbursed from the Social Fund in 2020**

<b>Type of subsidy</b>	<b>Number of beneficiaries</b>	<b>Total amount of subsidy in PLN</b>
health assistance grants	188	337 666
childbirth allowances	59	91 714

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

<b>Type of subsidy</b>	<b>Number of beneficiaries</b>	<b>Total amount of subsidy in PLN</b>
funeral allowances	54	166 425
subsidising of an employee's leisure activities	959	720 800
subsidising of children's leisure activities	320	14 737
Edenred/MultiSport cards (Q1-Q2 2020)	1 446	434 008
Benefit/MultiSport points	2 226	
kindergarten subsidy	251	32 999
subsidy for pensioners	185	110 120
subsidy for babysitting	10	3 413
school starter kit	451	9 450
natural disaster assistance grant	8	6 000
sport - skiing, ball, starter kits, etc. (until April 2020)		104 000
housing loans (until April 2020)	75	1 009 500
social assistance grant (from April 2020)	323	647 350

Type of subsidy	Number of beneficiaries	Total amount of subsidy in PLN
TOTAL AMOUNT OF SUBSIDY		3 688 182

Due to the outbreak of the COVID-19 pandemic, in consultation with the Independent Self-Governing Trade Union “Solidarity”, the financing of most benefits and allowances has been suspended since the second quarter of 2020. Within the limits of the available appropriations, a social assistance grant fund was set up for employees and their families who found themselves in a difficult financial situation. Targeted payments, such as child birth allowance, funeral allowance or health assistance grants, were maintained.

### New benefit system



The amendment of the benefit regulations introduced a new benefit system and a new platform for handling related matters - NAIS. Since January 2020, all benefit-related matters have been handled by the **NAIS platform**, which enables applicants not only to manage their benefits (including making use of healthcare, sports, cultural and similar offers), but also to check the progress of a given case or submitted application.

Since 2020, Agora's employees have also been able to benefit from a purchasing offer thanks to the **Edenred card**. The cards are regularly topped-up with funds the amounts of which depend on the employees' financial situation. The broad offer includes int. al. discounts and promotional prices for cinema, concert and theatre tickets, tickets for cultural and sporting events (matches or spectacles), as well as a range of sports and recreational services, services and camps for children, SPA visits or in-store promotions.

The benefits available to employees also include the MultiSport card and access to private health care in the LUX MED Group. Employees may also benefit from attractive discounts on the Agora Group's product offer.