

## DIVERSITY POLICY

### 1. Introduction

Allegro Group believes in the power of diversity to [sustain and grow] a creative workplace. An inclusive and diverse work environment is one where all people are valued, respected and supported to fulfil their potential. We foster an environment where everyone can develop without limitations and implement the best ideas in cooperation with others.

### 2. Measures to ensure diversity

Allegro Group seeks to sustain and grow a creative and diverse workplace through:

- The adoption of a policy to counteract discrimination and harassment,
- The adoption of a Stay Fair Code of Conduct,
- The adoption of a whistleblowing policy,
- The provision of training programs that promote diversity,
- Seeking to treat all of its employees equally, regardless of sex, gender identity, age, race, employment form, political views, sexual orientation, disability, health, nationality, ethnic origin, religion, denomination, non-denominational status, belief, union membership, family status or lifestyle, including when evaluating performance and making hiring and promotion decisions.
- Supporting women choosing careers in the technology industry,
- Supporting diversity and integration initiatives,
- Increasing the possibility of changing positions within the company,
- Monitoring activities and reporting on their effects.

### 3. Recruitment process

Our recruitment process is based on objective and substantive criteria and its various stages are organized according to established patterns and rules to provide a similar experience to all candidates, regardless of gender, ethnic origin, beliefs, or other criteria.

### 4. Internship programs, practices

Allegro Group believes in the potential of young people, therefore it employs and gives development opportunities to pupils, students and graduates of secondary schools and universities of various profiles.

### 5. Hiring people with disabilities

In the case of employment of disabled people, we adapt the workplace to their individual needs.

### 6. Gender equality

We also follow the principle of gender equality in different HR processes such as such as recruitment, promotion, access to training programs and promotion opportunities, remuneration, reconciliation of professional and family obligations, protection from mobbing and unjustified dismissal. The procedures used in those processes involve a selection method that ensures objective assessment of employee skills.

As of today (14.10.2020) more than 40% of our employees and 41% of our new joiners are women. What is more, women account for more than 30% of all managers and more than 50% of all experts.

<b>% of employees</b>	
<b>Women</b>	41,52%
<b>Men</b>	58,48%

	<b>Managers</b>	<b>Experts</b>
<b>Women</b>	31%	57,83%
<b>Men</b>	69%	42,17%

<b>New joiners</b>	
<b>Women</b>	41,40%
<b>Men</b>	58,60%

<b>Management board</b>	
<b>Women</b>	25,00%
<b>Men</b>	75,00%

<b>Age</b>	<b>30-40</b>	<b>41-50</b>	<b>51-60</b>	<b>60</b>
<b>Management board</b>	0	4	4	0