

ALLEGRO BECOMES EQUAL-SALARY CERTIFIED

Vevey / Poznan, 21 January 2026 – The EQUAL-SALARY Foundation is pleased to announce that **Allegro sp. z o.o.** has obtained the *Equal Pay and Opportunities certification*, by EQUAL-SALARY certification, a symbol of excellence in terms of equality for all employees in Poland. After successfully passing the statistical analysis of its salaries, Allegro underwent an internal audit entrusted to Forvis Mazars, proving that it practices equal pay and equal opportunities for women and men.

The *Equal Pay and Opportunities*, by EQUAL-SALARY certification is valid for three years, during which, the company undergoes two monitoring audits. After 3 years, if the organisation wants to keep its label, it needs to renew the certification process with a new salary analysis and a full on-site audit.

"Equal pay is not built through declarations or statistics, but through the courage to look honestly at how decisions are made – how roles are valued, careers supported and talent recognised. By achieving EQUAL-SALARY certification, Allegro demonstrates that fairness is not a checkbox, but a strategic choice and a living commitment that strengthens culture, trust and performance," commented Lisa Rubli, CEO of the EQUAL-SALARY Foundation.

"For over a quarter of a century, Allegro has been setting standards for online shopping. Our ambition is to become the favorite online shopping destination not only in Poland but also in the region. This cannot be achieved without simultaneously being a good and fair workplace. The EQUAL-SALARY certification is a wonderful confirmation that our actions - also in this area - are consistent with our commitments, and that Allegro creates equal opportunities for remuneration, promotion, and development within the company for everyone," added Filip Lewandowski, Chief Transformation Officer at Allegro.

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a non-profit foundation established in 2010. It offers certification procedures based on a robust methodology comparable to an ISO standard for salaries and processes. The development of EQUAL-SALARY certification has been financially supported by the Federal Office for Gender Equality (FOGE), and its methodology, developed in collaboration with the University of Geneva, has been recognised by the Swiss Federal Court. It is the only certification for equal pay recognised by the European Commission in a report on the pay gap. EQUAL-SALARY is also a member of EPIC - the International Coalition for Equal Pay, the United Nations Global Compact and, the Alliance for Pay Transparency.

To date, the EQUAL-SALARY Foundation has certified companies in 90 countries, involving more than half a million employees. A number of certified companies have renewed their commitment up to six times, demonstrating a strong desire to promote fairness and strengthen the trust and respect of their employees, customers and, partners. As an EQUAL-SALARY employer, an organisation is in an excellent position to attract and retain talent and to prove that it respects the rules of good governance.

EQUAL PAY IS A BASIC HUMAN RIGHT. LEAD BY EXAMPLE.

About the *Equal Pay and Opportunities*, by EQUAL-SALARY certification process, a symbol of excellence

Similar to an ISO standard for wages, the *Equal Pay and Opportunities*, by EQUAL-SALARY process includes two phases: First, experts contracted by EQUAL-SALARY run statistical analyses of salary data. Upon concluding phase one successfully, demonstrating an overall pay gap equal to or lower than 5 per cent, phase two is initiated. Phase two consists of an audit conducted by major audit firms such as Forvis Mazars or SGS, who assess both the company's overall commitment to equal pay and equal opportunities, and its implementation in Human Resources processes. To allow a comprehensive approach, top management, HR and employees are involved by means of surveys and interviews during the on-site audit. Only the companies that successfully meet all requirements of all phases are awarded the *Equal Pay and Opportunities*, by EQUAL-SALARY certification, proving their excellence in equal pay and equal opportunities.

The *Equal Pay and Opportunities*, by EQUAL-SALARY certification allows organisations to verify and communicate that they pay their employees fairly and offer equal opportunities across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

Press contact

EQUAL-SALARY

aurelien.joly@equalsalary.org

M +41 77 529 08 54