SYSTEM OF ETHICS IN AGORA

A comprehensive system of ethic was adopted by Agora S.A., comprising: Agora Code of Ethics, internal policies and regulations, external industry codes, Compliance Officer and a whistleblowing system. Communication and education of employees are two other elements crucial for maximum system effectiveness in this aspect.

KEY ELEMENTS OF SYSTEM OF ETHICS IN AGORA

Internal policies and codes of Agora	External industry codes of conduct and other documents adopted by the entities of Agora as regulatory	Internal and external whistleblowing systems, including protection of whistleblowers

Communication of values and principles to employees, business par tners and all stakeholders

Education of employees and collaborators

Individuals responsible for the implementation of the ethics system, including compliance officer

Cyclical monitoring or ethical risks