

AGORA CODE OF ETHICS

Agora Code of Ethics is an internal document, addressed to all employees and collaborators of Agora. While the document sums up all previously adopted internal and external regulations in the areas of ethics and anti-corruption, its main role is to describe all principles and behaviours are encouraged and expected by Agora and those the company deems wrong or unacceptable.

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- **DIVERSITY IN THE WORKPLACE** - describes the main workplace principles: cooperation, equal treatment of all employees and collaborators as well as mutual respect;
- **FAIR EXTERNAL RELATIONS** - specifies what constitutes fair external relations and high ethical standards in dealing with clients, suppliers and contractors
- **RELATIONSHIPS TRANSPARENCY** - covers transparency in the workplace, including in relations with business partners, suppliers and contractors, as well as employment in Agora in the context of other professional and political activities;
- **COMPLIANCE AND ANTI-CORRUPTION** - indicates methods for preventing fraud and corruption in the company;
- **COMMITMENT TO THE REPUTATION OF AGORA** -- outlines the principles of communication and presentation of information about the company and proper commitment to its reputation;
- **INFORMATION SECURITY** - outlines the handling of confidential information, trade secrets and personal data protection.

Agora Code of Ethics applies to all: employees, collaborators, executives of Agora S.A., regardless of their function or positions.

Agora Code of Ethics specifies all principles that should be observed by Agora's employees and collaborators in relations with all stakeholders; compiles key documents with detailed instructions for specific areas; describes the whistleblowing system, including the contact details of relevant individuals who can offer assistance in ethical matters as well as advice on who can help in determining whether an action is in line with the codes and values of the company, plus a glossary of key definitions.

Management Board of Agora S.A. issued a recommendation according to which all entities of Agora Group are advised to adopt Agora Code of Ethics.

CODE OF CONDUCT FOR SUPPLIERS AND CONTRACTORS OF AGORA

An important element of Agora's ethical system is *Code of Conduct for Suppliers and Contractors of Agora*, published on agora.pl, with key rules of cooperation for suppliers and contractors. Contractors of Agora have been obliged to read and observe the regulations listed in the document.

The document specifies codes in the following areas:

- responsible relations with stakeholders
- respecting human rights
- fair competition
- environmental impact and sustainable growth
- ethics and transparency standards in relations with suppliers, contractors and business environment
- compliance and anti-corruption

Code of Conduct for Suppliers and Contractors of Agora is available online:
<https://www.agora.pl/odpowiedzialny-biznes#slide-etyka>