

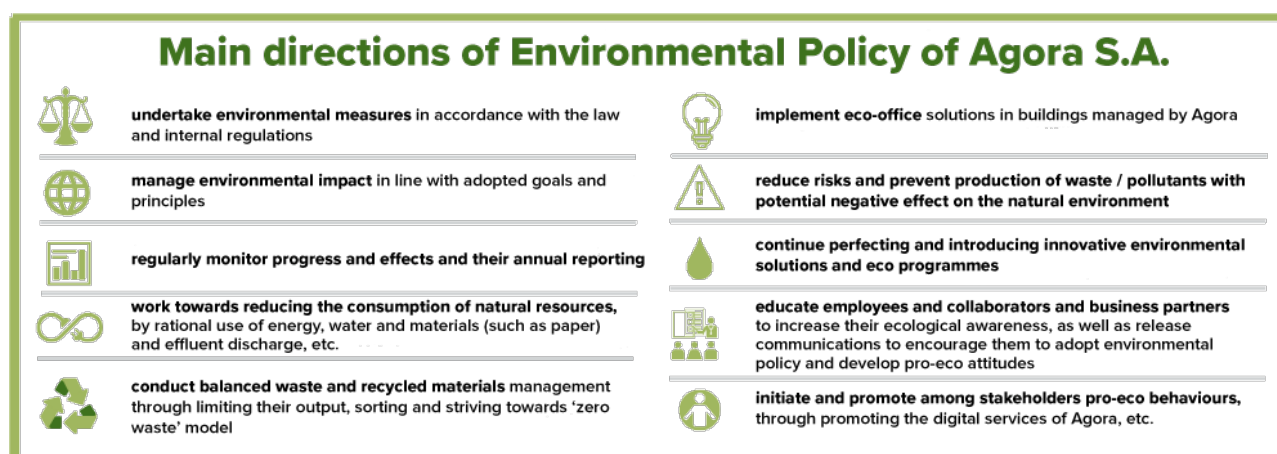
ENVIRONMENTAL POLICY OF AGORA

Agora has been committed to developing environmental protection. These include our internal projects in energy saving, waste sorting and promoting adoption of pro-eco behaviours, as well as investments in the buildings managed by Agora.

In 2019 Agora adopted four main goals in the environmental impact area:

1. Energy efficiency and reducing energy consumption in the headquarters of Agora in Warsaw,
2. Waste reduction, also through introducing waste sorting solutions,
3. Education and communication activities addressed to employees and collaborators, to increase awareness of pro-eco activities,
4. Introduction of environmental policy.

We work towards the achievement of the above goals, which is manifested in the adoption by Management Board of Agora of **Environmental Policy of Agora S.A.** The document describes our approach to managing environmental impact and applies to all employees and collaborators of Agora. It outlines directions of our activities for environmental protection.



Environmental Policy was adopted by the Management Board of Agora on 12 June 2019 and came into force on the same day. The policy applies to all employees, who are obliged to comply with it. The document will be regularly revised to ensure that it is in line and relevant to the brand's business profile and growth strategy. Every year Management Board

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of Agora will receive updates on the implementation of the environmental policy and evaluate the achievement of adopted environmental goals.