GENDER EQUALITY POLICY OF AGORA S.A.

I. PURPOSE

The purpose of this Gender Equality Policy of Agora S.A. is to set out the rules, objectives and methods of support with regard to ensuring gender equality on the Management Board and the Supervisory Board of Agora S.A. on the basis of Article 90 gd of the Act of 29 July 2005 on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organized Trading and on Public Companies.

DEFINITIONS

Company's Bodies -	the Management Board and the Supervisory Board of the Company.
Underrepresented Gender -	the gender whose representatives hold no more than 49% of the total number of positions within the Company's Bodies.
Policy -	this Gender Equality Policy of Agora S.A.
Supervisory Board -	the Supervisory Board of Agora S.A.
Company -	Agora S.A. with its registered office in Warsaw (00-732), ul. Czerska 8/10, entered in the Register of Businesses of the National Court Register (*KRS*) maintained by the District Court in Warsaw, 13th Business Department of the National Court Register, with the KRS reference number 59944, and share capital: PLN 46 580 831, paid up in full.
Management Board -	the Management Board of Agora S.A.

II. ENSURING GENDER EQUALITY WITHIN THE COMPANY'S BODIES

1. Pursuant to Article 90gd of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies, the Company is obliged to ensure gender equality within the Company's Bodies, taking into account the rules of the selection process, referred to in Chapters III - IV of the Policy.
2. The obligation referred to in para.1 above shall be considered to have been met if:

a. the total number of the positions within the Company's Bodies held by people of the Underrepresented Gender is no smaller than the number closest to 33% of all the positions within the Company's Bodies; and

b. the people of the Underrepresented Gender hold positions both on the Management Board and on the Supervisory Board.

3. When selecting a person for a specific position within the Company's Body, both the obligation specified in para. 2 above and the Diversity Policy of Agora S.A. with respect to the Members of the Management Board and the Supervisory Board shall be taken into account.

III. RULES FOR SELECTING A PERSON FOR A SPECIFIC POSITION WITHIN THE COMPANY'S BODY, AIMED TO ENSURE GENDER EQUALITY

1. In shaping the Company's Bodies, the Company's Articles of Association and the Diversity Policy of Agora S.A. with respect to the Members of the Management Board and the Supervisory Board shall be applied in particular.

2. At every stage of the process of selecting a person for a specific position within the Company's Body, neutrally phrased and clear selection criteria taking into account the candidates' qualifications and the need to ensure diversity, including gender equality, shall be applied in a non-discriminatory manner.

3. The decisive criteria in selecting candidates for the Company's Bodies shall be the high technical and ethical qualifications of the candidates and their preparation for performing a given function. Furthermore, in selecting members of the Company's Bodies efforts shall be made to ensure diversity in accordance with the Diversity Policy of Agora S.A. with respect to the Members of the Management Board and the Supervisory Board.

4. Selection criteria shall be specified before the start of the recruitment process.

5. Candidates for positions within the Company's Body shall be selected on the basis of the comparative assessment of the qualifications of each of them.

6. When, in selecting a candidate for a specific position within the Company's Body, candidates with equal qualifications are being considered and when the obligation referred to in Chapter II, para. 2 of the Policy is not met, priority shall be given to a candidate of the Underrepresented Gender. An exception to the principle of priority can only be made in cases where other material diversity-related respects provided for by the law, based on objective and non-discriminatory criteria and taking into account the specific situation of a given candidate, weigh in favour of selecting a candidate of the opposite gender.

7. At the request of a candidate for a position within the Company's Body, when the obligation referred to in Chapter II, para. 2 of the Policy is not met, the Company shall inform him or her in writing or in electronic form of the candidate selection criteria applied in selecting a person for a specific position, a comparative assessment and the statement of grounds for it and in the event of deciding not to select a candidate of the Underrepresented Gender – of the reasons for such decision and the qualifications of the candidate selected for that position.

8. When a candidate for a position within the Company's Body, who is of the Underrepresented Gender, claims that the Company, in selecting a person for that position, breached the requirements referred to in this chapter and he or she will demonstrate the actual circumstances based on which it can be assumed that the said candidate has qualifications at least equal to the qualifications of the candidate of the opposite gender, selected in the process of selection for that position, and the obligation referred to in Chapter II, para. 2 of the Policy is not met, the Company shall be obliged to demonstrate that it did not commit the said breach.

IV. RULES FOR PUTTING FORWARD A CANDIDATE FOR A POSITION WITHIN THE COMPANY'S BODIES

1. Candidates for the Company's Bodies should be put forward in a manner which supports the pursuit of the objectives set out in the Policy with regard to gender equality, taking into account the applicable laws, the Company's Articles of Association and the Diversity Policy of Agora S.A. with respect to the Members of the Management Board and the Supervisory Board.
2. The entities entitled to put candidates forward shall be obliged, without prejudice to the provisions of the Articles of Association, taking into account the specific nature of the selection process and the availability of people who meet the respective formal and technical requirements, to ensure the presence of representatives of both genders in the group of candidates put forward.

V. PROFESSIONAL DEVELOPMENT AND HUMAN RESOURCES MANAGEMENT STRATEGY

1. The Company shall support the professional development of women and men in accordance with the Diversity Policy of the Agora Group adopted at the Company, by ensuring equal access to development programmes supporting the development of leadership skills and taking into account the individual needs and potential of each person, and also by offering equal opportunities for career development, including taking up managerial, executive or supervisory positions, including functions within the Company's Bodies – irrespective of gender.
2. The Company shall, within the limits of its financial resources, analyse the needs and take measures to support the employees representing the Underrepresented Gender, offering equal opportunities and increasing diversity and gender equality in the processes of succession, nomination and appointment to the Company's Bodies in this way.
3. The recruitment process shall be conducted in a transparent and objective manner, free from discrimination. Hiring decisions shall be made on the basis of clearly defined criteria and the assessment of whether the candidates' qualifications and skills meet the requirements of the position. The principle of equal treatment and non-discriminatory criteria shall also apply to making decisions about promotions, remuneration, participation in training and employee appraisals.
4. The Company shall monitor and analyse employment-related data on a regular basis, using the findings to improve the policies and measures aimed at equal treatment and

equal opportunities for professional development. These measures shall form part of the responsibilities of the HR Division, the person performing the function of Plenipotentiary for Diversity and Counteracting Bullying, and the business areas within the scope of their activities and responsibility.

5. The Company shall ensure equal treatment and shall prohibit all forms of discrimination in employment relationships, in accordance with the Anti-Discriminatory and Anti-Bullying Policy of the Agora Group.

VI. RULES FOR MONITORING THE IMPLEMENTATION OF THE POLICY

1. Each year the Management Board shall prepare a report on the participation of the representatives of each gender within the Company's Bodies and the measures taken to ensure gender equality. The report shall contain:
   a. information about the number of people performing the functions of members of the Company's Bodies in a given year, including their gender and the type of position held;
   b. information about the measures taken to ensure the share of people of the Underrepresented Gender in the number specified in Chapter II, para. 2 of the Policy;
   c. if the obligation referred to in Chapter II, para. 2 of the Policy should not be met – the reasons for failing to meet it and a description of the measures adopted and planned in order to meet it.

VII. FINAL PROVISIONS

The Policy shall enter into force upon being approved by a resolution of the General Meeting.