

## **OUR VALUES AND PRINCIPLES**

The values that we have been following since the launch of the Agora Group are an essential element of our development and of the position we have been holding for more than 30 years of operation. These values include **truth, tolerance, respect for human rights and help to those in need**. They guide us in our daily work and in relations with our stakeholders. We remain loyal to them despite the changing market conditions and in the context of the Group's development.

We care about professionalism, responsible management and transparency at all levels of our operations. We value **tolerance, independence and integrity at work on a daily basis**.

When interacting with stakeholders, we always make every effort to comply with the law, ethical standards and responsible business rules. We want our relations with the market environment to be based on integrity and ethical principles of cooperation. We fulfil our obligations with integrity. This is reflected in Agora's **"Code of Ethics"**, which constitutes a guide and a set of principles and rules guiding Agora and all its employees, associates and management. In particular, it addresses the issues of equality and diversity, integrity towards market environment, transparency in internal and external relations, lawfulness and counteracting corruption, security of information and personal data. The adoption of the "Agora Code of Ethics" was recommended to all companies within the Agora Group.

The **"Agora Code of Ethics"** is complemented by:

- Agora's internal policies and regulations, in particular: **"Agora Anti-Discrimination and Anti-Mobbing Policy"**, **"Policy on receiving and giving gifts and other benefits by employees of Agora S.A."**, **"Policy of social and sponsorship activities in the Agora Group"**, **"Agora Group Code of Good Practices in Customer Service"**, **"Agora S.A. Environmental Policy"**;
- external industry codes adopted as applicable in Agora, in particular: **"The Media Ethics Charter"**, **"Advertising Code of Ethics"**, **"Code of Good Practice for Press Publishers"**.

Based on the "Agora Code of Ethics", a **"Set of rules of conduct for suppliers and subcontractors of Agora S.A."** has also been developed, which is communicated to the counterparties for review and to which the Company obliges all its suppliers and subcontractors to adhere.

In addition, we undertake all our actions in accordance with the legal order in force in Poland. In particular, we act in accordance with the **Press Law** and the **Broadcasting Act**. As a company listed on the Stock Exchange, we also comply with the principles contained in the **"Best Practice of Companies Listed on the WSE"**, which shape our relationship with the market environment.