

Resolution No. 10
of the Supervisory Board of Agora S.A.
dated 21 May 2025

on the approval of the “Report of the Supervisory Board of Agora S.A. on the remuneration of the Members of the Supervisory Board and the Management Board of Agora S.A. for 2024”

1. The Supervisory Board of Agora S.A., acting on the basis of Article 90g 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 (Dz.U.2025.592, consolidated text of 2025/05/06) (hereinafter called the “Act on Public Offering”), hereby approves the “Report of the Supervisory Board of Agora S.A. on the remuneration of the Members of the Supervisory Board and the Management Board of Agora S.A. for 2024” (the “Report”). The Report constitutes Appendix No. 1 to this Resolution.
2. In connection with the performance, pursuant to Article 90g(10) of the Act on Public Offering, by PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp.k., of the assessment of the Company’s remuneration report for 2024 as regards the inclusion of the information required on the basis of Article 90g(1)-(5) and (8) of the Act on Public Offering, we hereby make representation which reads as specified in Appendix No. 2 to this Resolution.
3. The Supervisory Board hereby authorizes the Chairman of the Supervisory Board – Mr. Andrzej Szlęzak, to sign the representation referred to in point 2 above.
4. The Resolution shall enter into force on the date of its adoption.

Supervisory Board:

As the person taking the Minutes of the Meeting of the Supervisory Board of Agora SA which took place on May 21, 2025, I hereby state that Resolution No. 10 dated May 21, 2025 was passed by the Supervisory Board

Julia Kamińska-Zwierzyńska

05/21/2025

MINUTES
of the adoption of the resolution of the Supervisory Board by circulation (in writing)
of Agora Spółka Akcyjna (the “Company”) with its registered office in Warsaw
dated 30 May 2025

On 30 May 2025, Mr. Andrzej Szlęzak, Chairman of the Supervisory Board of Agora Spółka Akcyjna with its registered office in Warsaw, the address: ul. Czerska 8/10, 00-732 Warsaw, entered in the Register of Businesses of the National Court Register (*KRS*) maintained by the District Court for the Capital City of Warsaw in Warsaw, 13th Business Department of the National Court Register, with the KRS reference number: 0000059944 (the “**Company**”), entrusting, at the same time, the function of the minutes clerk to Julia Kamińska-Zwierzyńska, ordered that an open ballot be carried out in writing (by circulation) on Resolution No. 4/2025 amending Resolution No. 10 of the Supervisory Board dated 21 May 2025 on the approval of the “Report of the Supervisory Board of Agora S.A. on the remuneration of the Members of the Supervisory Board and the Management Board of Agora S.A. for 2024” (the “**Resolution**”) (the “**Ballot**”).

On 30 May 2025, all the members of the Company’s Supervisory Board were sent a draft Resolution. On the same day, all the members of the Company’s Supervisory Board were notified of the ballot on the Resolution in writing (by circulation). All the members of the Supervisory Board agreed to the above.

The Chairman of the Supervisory Board ordered and carried out a ballot in writing (by circulation) on the Resolution in such a manner that the members of the Supervisory Board cast their votes on the Resolution in writing. The votes were cast by all the members of the Supervisory Board, and the last vote was received on 30 May 2025.

The members of the Supervisory Board cast the following votes at the Ballot on the Resolution a copy of which constitutes **Appendix 1** to these minutes:

Number of votes cast: 6;

Number of votes in favour: 6;

Number of votes against: 0;

Number of votes abstaining: 0.

In view of the above, the Chairman of the Supervisory Board stated that Resolution No. 4/2025 had been adopted by the Supervisory Board.

In view of the adoption of the Resolution, the Chairman of the Supervisory Board completed the activities of the Supervisory Board related to the adoption of the Resolutions.

Andrzej Szlęzak
Chairman of the Supervisory Board

Julia Kamińska-Zwierzyńska
Minutes Clerk

APPENDIX 1
to the minutes on the adoption of the resolution of the Supervisory Board
by circulation (in writing)
Agora Spółka Akcyjna
with its registered office in Warsaw
dated 30 May 2025

Resolution No. 4/2025
of the Supervisory Board of Agora Spółka Akcyjna (the “Company”)
Adopted by circulation

amending Resolution No. 10 of the Supervisory Board
dated 21 May 2025 on the approval of
the “Report of the Supervisory Board of Agora S.A. on the remuneration of the
Members of the Supervisory Board and the Management Board of Agora S.A. for 2024”

1. The Company’s Supervisory Board hereby amends the contents of the resolution of the Supervisory Board of Agora S.A. dated 21 May 2025 on the approval of the “Report of the Supervisory Board of Agora S.A. on the remuneration of the Members of the Supervisory Board and the Management Board of Agora S.A. for 2024” in such a manner that Appendix No. 2, i.e. the representation by the Supervisory Board made in connection with the performance, pursuant to Article 90g(10) of the Act on Public Offering, by PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp.k., of the assessment of the Company’s remuneration report for 2024 as regards the inclusion of the information required on the basis of Article 90g(1)-(5) and (8) of the Act on Public Offering, shall be reworded substantially in line with Appendix No. 1 to this Resolution.
2. The other provisions of the Resolution remain unchanged.
3. The Resolution shall enter into force on the date of its adoption.

PricewaterhouseCoopers Polska spółka
z ograniczoną odpowiedzialnością Audyt sp. k.
ul. Polna 11
00-633 Warsaw

Dear Sirs,

This representation has been prepared in connection with the assessment of the remuneration report of Agora S.A. (hereinafter called the “Company”) for the financial year ended 31 December 2024 (hereinafter called the “Remuneration Report”). The purpose of the assessment of the Remuneration Report was to formulate a conclusion on whether the accompanying Remuneration Report includes, in all material respects, all the elements listed in Article 90g(1)-(5) and (8) 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 (Journal of Laws of 2024, item 620, as amended - hereinafter called the “Act on Public Offering”).

In connection with your assessment of the Remuneration Report, we confirm our responsibility as the Company’s Supervisory Board, arising from Article 90g(1) of the Act on Public Offering, for:

- (a) the Remuneration Report presenting a comprehensive overview of remuneration, including all benefits, irrespective of their form, received by the individual Members of the Management Board and the Supervisory Board of the Company or payable to the individual Members of the Management Board and the Supervisory Board of the Company in the financial years covered by the Remuneration Report, in accordance with the remuneration policy and the provisions of the Act on Public Offering, including its completeness and the correctness of the data presented therein;
- (b) designing, implementing and maintaining an internal control system which ensures the preparation of a Remuneration Report which is free from material misstatements due to fraud or error and which meets the applicable requirements.

To the best of our knowledge gained from the Company, we confirm the following representations:

- 1 The Remuneration Report, for each Member of the Management Board and the Supervisory Board of the Company, includes, in particular:
 - 1.1 the disclosure of the amount of total remuneration divided into the components referred to in Article 90d(3)(1) of the Act on Public Offering, and the mutual proportions between these remuneration components;
 - 1.2 the explanation of how total remuneration is consistent with the adopted remuneration policy, including how it contributes to the Company’s long-term performance;
 - 1.3 information about how performance-related criteria were applied;
 - 1.4 information about the changes, on an annual basis, in remuneration, performance of the group to which the Company belongs, and the average remuneration of that Company’s employees who are not Members of the Management Board or the Supervisory Board of the Company, over a period of five financial years, in aggregate, in a manner which enables comparison;

- 1.5 the amount of the remuneration from the entities which belong to the same group within the meaning of the Accounting Act of 29 September 1994 (Journal of Laws of 2023, item 120);
 - 1.6 there are no benefits for the Members of the Supervisory Board and the Management Board of the Company in the form of financial instruments;
 - 1.7 in the period covered by the Remuneration Report, there was no request for the refund of variable remuneration components;
 - 1.8 there were no departures from the remuneration policy implementation procedure or departures applied in accordance with Article 90f of the Act on Public Offering.
- 2 We are not aware of any close family members (*such as: spouses, ascendants, descendants, siblings, kin in the same line or to the same degree, persons adopted and their spouses, as well as persons living together*) of the Members of the Supervisory Board and the Management Board of the Company having received or been provided with any cash or non-cash benefits.
- 3 The Remuneration Report includes the information regarding the resolution referred to in Article 90g(6) of the Act on Public Offering.
- 4 The Company has provided to you:
 - 4.1 access to information such as employment contracts with annexes and appendices, contracts, arrangements and other documents which constitute the basis for providing benefits to the Members of the Supervisory Board and the Management Board of the Company;
 - 4.2 resolutions of the General Meeting and the Supervisory Board of the Company;
 - 4.3 the remuneration policy and the remuneration policy implementation procedure;
 - 4.4 unlimited access to the Company's employees with regard to whom you have concluded that it is necessary to obtain records from them for the purposes of the assessment of the Remuneration Report.
- 5 We are not aware of any:
 - 5.1 irregularities involving our Company's management or employees who have significant roles in the internal control system, or irregularities involving other employees which could have a material effect on the Remuneration Report.
- 6 No instances of fraud and abuse or suspected fraud and abuse, which could have an effect on the Remuneration Report, have been reported to us.
- 7 The Remuneration Report is free from material misstatements and omissions.
- 8 We are not aware of any other material liabilities, including contingent ones, in respect of any benefits for the Members of the Supervisory Board and the Management Board of the Company from the Company or the companies which belong to the Company's group, or for the close family members of the Members of the Supervisory Board and the Management Board of the Company, which should be disclosed. Moreover, we are not aware of any claims which have been brought by the Members of the Supervisory Board and the Management Board of the Company, including former Members of the Supervisory Board and the Management Board of the Company, including claims in court or arbitration, which could lead to liabilities for the Company in respect of benefits for

those Members of the Supervisory Board and the Management Board of the Company, including former Members of the Supervisory Board and the Management Board of the Company. Nor did our legal counsel advise us of any issues during the financial year or after the year-end up to the date of this representation being signed.

- 9 Other than those schemes which have already been brought to your attention, which have been adequately disclosed in the Remuneration Report, our Company does not have any bonus schemes or other compensation schemes which may require our Company to make payments based on the length of service.
- 10 Other than those disclosed in the Remuneration Report, there are no capital stock repurchase options or agreements or capital stock reserved for options, warrants, conversions, or other such requirements.
- 11 We are not aware of any events which occurred between the last day of the period for which the Remuneration Report is prepared and the date of this representation which would affect the Remuneration Report materially.
- 12 We have evaluated the transactions with the parties related to the Members of the Management Board and the Supervisory Board of the Company to determine whether they do not, in effect, contain a benefit arising from the function performed or position held by a Member of the Management Board or the Supervisory Board of the Company, as well as which transactions were concluded on terms other than arm's length terms. We did not identify any such transactions or transactions concluded on terms other than arm's length terms with the related parties.

Chairman of the Supervisory Board

Warsaw, 05/30/2025.

Report of the Supervisory Board of Agora S.A.
on the remuneration of the members of the Management Board
of Agora S.A. and the Supervisory Board of Agora S.A. for 2024

Warsaw, 21 May 2025
approved by resolution of the Supervisory Board of Agora S.A. on 21 May 2025

The Report on the remuneration of the members of the Management Board and the Supervisory Board of Agora S.A. was prepared on the basis of Article 90g 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.

The principles of remuneration of the members of the Management Board and the Supervisory Board of Agora S.A. were defined in the Remuneration Policy for the Members of the Management Board and the Supervisory Board of Agora S.A., adopted by resolution of the Annual General Meeting of 25 June 2020.

Information concerning the employment of the Members of the Company's Management Board in 2024

Name	Type of legal relationship underlying the employment	Period for which the legal relationship underlying the employment was concluded	Notice period for termination of the legal relationship underlying the employment
Bartosz Hojka – President of the Company's Management Board in 2024	Employment contract	unlimited	6 months
Anna Kryńska-Godlewska – Member of the Company's Management Board in 2024	Employment contract	unlimited	6 months
Tomasz Jagiełło – Member of the Company's Management Board in 2024	Employment contract	unlimited	6 months
Tomasz Grabowski – Member of the Company's Management Board to 28/06/2024	Employment contract	unlimited	6 months
Agnieszka Siuzdak-Zyga – Member of the Company's Management Board from 28/06/2024	Employment contract	unlimited	6 months
Wojciech Bartkowiak – Member of the Company's Management Board in 2024	Employment contract	unlimited	6 months
Maciej Strzelecki – Member of the Company's Management Board from 28/06/2024	Employment contract	unlimited	6 months

Information concerning the members of the Company's Supervisory Board (the "Company's SB") in 2024

Name	Basis for performing the function	Period for which a member of the Supervisory Board was appointed
Andrzej Szlęzak – Chairman of the Company's SB in 2024	Appointment by resolution of the General Meeting of Agora S.A.	A joint three-year term of office from 21 June 2022 up until the date of the General Meeting of the Company approving the financial statements for 2025
Dariusz Formela – Member of the Company's SB in 2024	Appointment by resolution of the General Meeting of Agora S.A.	A joint three-year term of office from 21 June 2022 up until the date of the General Meeting of the Company approving the financial statements for 2025
Tomasz Karusewicz – Member of the Company's SB to 28/06/2024	Appointment by resolution of the General Meeting of Agora S.A.	A joint three-year term of office from 21 June 2022 up until the date of the General Meeting of the Company approving the financial statements for 2025
Tomasz Sielicki – Member of the Company's SB in 2024	Appointment by resolution of the General Meeting of Agora S.A.	A joint three-year term of office from 21 June 2022 up until the date of the General Meeting of the Company approving the financial statements for 2025
Wanda Rapaczynski – Member of the Company's SB in 2024	Appointment by resolution of the General Meeting of Agora S.A.	A joint three-year term of office from 21 June 2022 up until the date of the General Meeting of the Company approving the financial statements for 2025
Maciej Wiśniewski – Member of the Company's SB in 2024	Appointment by resolution of the General Meeting of Agora S.A.	A joint three-year term of office from 21 June 2022 up until the date of the General Meeting of the Company approving the financial statements for 2025

Jacek Levernes – Member of the Company's SB from 28/06/2024	Appointment by resolution of the General Meeting of Agora S.A.	A joint three-year term of office from 21 June 2022 up until the date of the General Meeting of the Company approving the financial statements for 2025
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Description of the elements of the Report shared by all members of the Management Board of Agora S.A.

1. Specification of how Fixed Remuneration is consistent with the Remuneration Policy and how it contributes to the Company's long-term performance.

Fixed remuneration is determined on the basis of market standards concerning the structure of remuneration of the Management Board members of listed companies and supports the long-term development of the Agora Group by ensuring full commitment of the Management Board members to their functions in the Company and the Agora Group. The level of remuneration of the members of the Management Board and the Supervisory Board was sufficient to attract and maintain an appropriate level of motivation for persons with the highest competences, who are responsible for the efficient management of both the current and long-term activities of the Company and who have adequate knowledge, skills and experience to pursue the strategic objectives of the Company.

2. Level of achievement of the Objectives.

- As at 31 December 2024, the Group recognized provisions of PLN 2,035,000 for a potential bonus for the achievement of the EBITDA Objective due to having attained the EBITDA result entitling it to pay the variable part of remuneration (the Incentive Plan, hereinafter called the IP). The Group did not recognize a provision for a potential bonus for the achievement of the Share Price Increase Objective in 2024 due to the fact that the estimated Average Share Price in Q1 of the Following Year was lower than the Share Price Increase Objective.
- The value of the variable part of remuneration was not directly linked to the achievement of the objectives related to corporate social responsibility (ESG). It is worth noting that in 2023 the Management adopted the first ESG Strategy of the Agora Group for 2023-2027 in its history, which sets out a concrete plan of actions for the pursuit of the sustainable development objectives in all business segments.

3. Information about changes in remuneration, the Company's performance and average remuneration of the Company's employees who are not members of the Management Board or the Supervisory Board, over at least the last five financial years:

Table of the total remuneration* (fixed and variable remuneration) of the Members of the Management Board of Agora S.A.

MANAGEMENT BOARD OF AGORA S.A.	2024	change	2023	change	2022	change	2021	change	2020
Bartosz Hojka	1,989,200	124.92%	884,400	-47.42%	1,681,939	4.04%	1,616,672	7.78%	1,500,007
Anna Kryńska-Godlewska	1,523,878	130.89%	660,000	-40.34%	1,106,360	2.07%	1,083,974	8.99%	994,584
Agnieszka Sadowska (to 20/10/2021)	n/a		n/a		n/a		966,232	89.60%	509,610
Grzegorz Kania (to 30/09/2020)	n/a		n/a		n/a		708,974	38.88%	510,511
Agnieszka Siuzdak-Zyga (from 05/08/2021 to 31/08/2022 and from 28/06/2024)	217,105		n/a		608,529	164.54%	230,031		n/a
Tomasz Jagiełło	924,000	250.00%	264,000	-63.74%	728,081	0.57%	723,974	5.01%	689,435
Tomasz Grabowski (from 01/06/2021 to 28/06/2024)	1,025,349	29.46%	792,000	-23.37%	1,033,511	146.07%	420,000		n/a
Wojciech Bartkowiak (from 21/04/2022)	1,077,300	63.23%	660,000	51.89%	434,523		n/a		n/a
Maciej Strzelecki (from 28/06/2024)	66,000		n/a		n/a		n/a		n/a

*The table does not include the remuneration received by the members of the Management Board from other Agora Group companies

Table of the remuneration of the members of the Supervisory Board of Agora S.A.

SUPERVISORY BOARD	2024	change	2023	change	2022	change	2021	change	2020
Andrzej Szlęzak	144,000	0.00%	144,000	0.00%	144,000	0.00%	144,000	11.16%	129,538
Dariusz Formela	96,000	0.00%	96,000	0.00%	96,000	0.00%	96,000	11.17%	86,358
Tomasz Karusewicz (to 28/06/2024)	48,000	-50.00%	96,000	0.00%	96,000	0.00%	96,000	11.17%	86,358
Tomasz Sielicki	96,000	0.00%	96,000	0.00%	96,000	0.00%	96,000	11.17%	86,358
Wanda Rapaczynski	96,000	0.00%	96,000	0.00%	96,000	0.00%	96,000	11.17%	86,358

Maciej Wiśniewski	96,000	0.00%	96,000	0.00%	96,000	0.00%	96,000	11.17%	86,358
Jacek Levernies (from 28/06/2024)	48,000		0		0		0		0

	Average monthly remuneration/ full-time equivalent* at Agora S.A.	Change (in %)	Average monthly remuneration/ full-time equivalent* in the Agora S.A. Group	Change (in %)
2019	7,555	6.4%	7,401	8.4%
2020	7,601	0.6%	7,213	-2.5%
2021	8,336	9.7%	7,774	7.8%
2022	9,108	9.3%	8,602	10.7%
2023	9,365	2.8%	9,018	4.8%
2024	12,293	31.3%	10,555	17.1%

*Starting from 2022, information about changes in remuneration has been provided on the basis of average monthly remuneration per full-time equivalent and not per employee, as was the case earlier.

EBITDA in PLNm (net of IFRS 16)	2019	change	2020	change	2021	change	2022	change	2023	change	2024*
Agora S.A.	-31.4	n/a	18.7	n/a	-4.6	-88.02%	-38.4	-21.63%	-49.0	9.38%	-44.8
Agora Group	114.8	201%	38.2	-48%	73.8	52.16%	48.5	-58.44%	116.7	-20.99%	147.7

*EBITDA relates to continuing operations only

The "EBITDA" metric is defined as EBIT plus depreciation and amortization and impairment write-downs of property, plant and equipment, intangible assets and right-of-use assets.

The "EBITDA net of IFRS 16" is defined as EBITDA excluding the effect of International Financial Reporting Standard 16 Leases.

In the opinion of the Management Board, EBITDA is a useful supplementary financial indicator reflecting the profitability of the Group and its individual operating segments. The Management Board would draw attention to the fact that EBITDA is not a metric specified in IFRS and does not have a uniform standard. Therefore, its calculation and presentation by the Agora Group may be different from those used by other companies.

Net profit/loss in PLNm (under IFRS 16)	2019	2020	2021	2022	2023	2024**
Agora S.A.	20.1	-54.9	27.8	-3.5	-39.8	-9.0
Agora Group	6.0	-130.2	-46.6	-105.7	85.0	17.9

**The net profit/loss relates to continuing operations only.

Agora S.A.: on 1 April 2024, Agora S.A. was reorganized and its business units, including the businesses functioning so far within the Company, were transferred to its subsidiaries. The data of the business units set apart was classified as discontinued operations.

Agora Group: on 7 October 2024, Step Inside Sp. z o.o. was sold. The company's data was classified as discontinued operations.

4. Information about departures from the Remuneration Policy implementation procedure and the temporary discontinuation of the application of the Remuneration Policy.

In 2024, the Company did not discontinue implementing the remuneration policy.

5. Value of cash or non-cash benefits provided to close family members, i.e. a spouse, ascendant, descendant, siblings, kin in the same line or to the same degree, an adopted person and his/her spouse, as well as a person living together with another person.

No such benefits were provided.

6. Proportion of remuneration components.

In 2024, variable remuneration was paid. Fixed remuneration accounted for 42% of the total remuneration of the members of the Management Board of Agora S.A.

The Members of the Management Board were entitled to additional benefits in the form of the possibility to use a company car and a D&O insurance policy.

7. No incentive plans entitling the participants to acquire financial instruments were in place at the Company in 2024.
8. The remuneration policy does not provide for the possibility of demanding the refund of variable remuneration components.
9. Explanation of how the resolution giving an opinion on the previous remuneration report was included therein.

Resolution No. 19 of the General Meeting of 28 June 2024 gave a positive opinion on the Report of the Supervisory Board on the remuneration of the individual members of the Management Board and the Supervisory Board of Agora S.A. for 2023. The Report was approved by a majority of votes by the General Meeting.

MANAGEMENT BOARD OF AGORA S.A.
Remuneration of the Members of the Management Board

Bartosz Hojka - President of the Management Board of Agora S.A.	
	2024
Total remuneration in a given year:	PLN 1,989,200, gross
- Fixed Remuneration	PLN 884,400, gross
- Variable remuneration broken down into individual elements	PLN 1,100,000, gross, IP for performing the function of the president of the Management Board of Agora S.A. for 2023 but paid in 2024. PLN 4,800, gross – a lump sum for a car
Proportion of remuneration components	Fixed remuneration accounted for 44% of the total remuneration of the member of the Management Board of Agora S.A.
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers; - access to employee benefits on the same terms as all the employees of the Company (medical care, a sports pass).
Amount of remuneration from entities which belong to the same group	The President of the Management Board does not receive any remuneration from other entities which belong to the same group.
Tomasz Jagiełło - Member of the Management Board of Agora S.A.	
	2024

Total remuneration in a given year:	PLN 924,000, gross
- Fixed Remuneration	PLN 264,000, gross, for performing the function of a member of the Management Board of Agora S.A.
- Variable remuneration broken down into individual elements	PLN 660,000, gross, IP for performing the function of a member of the Management Board of Agora S.A. for 2023 but paid in 2024.
Proportion of remuneration components	Fixed remuneration accounted for 29% of the total remuneration of the member of the Management Board of Agora S.A.
- Other components	<ul style="list-style-type: none"> - D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers; - access to employee benefits on the same terms as all the employees of the Company (medical care, a sports pass).
Amount of remuneration from entities which belong to the same group	<p>In addition, Tomasz Jagiełło received remuneration for performing the function of the President of the Management Board of Helios S.A. It amounts to PLN 400,800, gross, a year (including PLN 4,800, gross – a lump sum for a car).</p> <p>Tomasz Jagiełło does not receive any remuneration from other entities which belong to the same group.</p>

Wojciech Bartkowiak - Member of the Management Board of Agora S.A.

	2024
Total remuneration in a given year:	PLN 1,077,300, gross
- Fixed Remuneration	PLN 412,500, gross, for performing the function of a member of the Management Board of Agora S.A.
- Variable remuneration broken down into individual elements	<p>PLN 660,000, gross, IP for performing the function of a member of the Management Board of Agora S.A. for 2023 but paid in 2024.</p> <p>PLN 4,800, gross – a lump sum for a car</p>
Proportion of remuneration components	Fixed remuneration accounted for 38% of the total remuneration of the member of the Management Board of Agora S.A.
- Other components	<ul style="list-style-type: none"> - D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers; - access to employee benefits on the same terms as all the employees of the Company (medical care, a sports pass).
Amount of remuneration from entities which belong to the same group	<p>In addition, Wojciech Bartkowiak received remuneration for performing the function of the President of the Management Board of Wyborcza Sp. z o.o. It amounts to PLN 247 500, gross, a year.</p> <p>Wojciech Bartkowiak did not receive any remuneration from other entities which belong to the same group.</p>

Anna Kryńska-Godlewska - Member of the Management Board of Agora S.A.

	2024
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Total remuneration in a given year:	PLN 1,523,878, gross
- Fixed Remuneration	PLN 656,333, gross, and PLN 2,745, gross – sick pay
- Variable remuneration broken down into individual elements	PLN 660,000, gross, IP for performing the function of a member of the Management Board of Agora S.A. for 2023 but paid in 2024. PLN 200,000, gross – a Discretionary Bonus PLN 4,800, gross – a lump sum for a car
Proportion of remuneration components	Fixed remuneration accounted for 43% of the total remuneration of the member of the Management Board of Agora S.A.
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers; - access to employee benefits on the same terms as all the employees of the Company (medical care, a sports pass).
Amount of remuneration from entities which belong to the same group	Anna Kryńska-Godlewska did not receive any remuneration from other entities which belong to the same group.

Tomasz Grabowski - Member of the Management Board of Agora S.A.

	2024 (to 28/06/2024)
Total remuneration in a given year:	PLN 1,025,349, gross
- Fixed Remuneration	PLN 308,000, gross PLN 54,949, gross – sick pay
- Variable remuneration broken down into individual elements	PLN 660,000, gross, IP for performing the function of a member of the Management Board of Agora S.A. for 2023 but paid in 2024. PLN 2,400, gross – a lump sum for a car
Proportion of remuneration components	Fixed remuneration accounted for 35% of the total remuneration of the member of the Management Board of Agora S.A.
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers; - access to employee benefits on the same terms as all the employees of the Company (medical care, a sports pass).
Amount of remuneration from entities which belong to the same group	Tomasz Grabowski did not receive any remuneration from other entities which belong to the same group.

Agnieszka Siuzdak-Zyga - Member of the Management Board of Agora S.A.

	2024 (from 28/06/2024)
Total remuneration in a given year:	PLN 217,105, gross

- Fixed Remuneration	PLN 217,105, gross, for performing the function of a member of the Management Board of Agora S.A.
- Variable remuneration broken down into individual elements	0
Proportion of remuneration components	Fixed remuneration accounted for 100% of the total remuneration of the member of the Management Board of Agora S.A.
- Other components	<ul style="list-style-type: none"> - D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers; - access to employee benefits on the same terms as all the employees of the Company.
Amount of remuneration from entities which belong to the same group	In addition, Agnieszka Siuzdak-Zyga received remuneration for performing the function of the President of the Management Board of Gazeta.pl Sp. z o.o. in the amount of PLN 112,895, gross, a year. Agnieszka Siuzdak-Zyga did not receive any remuneration from other entities which belong to the same group (medical care, a sports pass).
Maciej Strzelecki - Member of the Management Board of Agora S.A.	
	2024 (from 28/06/2024)
Total remuneration in a given year:	PLN 66,000, gross
- Fixed Remuneration	PLN 66,000, gross, for performing the function of a member of the Management Board of Agora S.A.
- Variable remuneration broken down into individual elements	0
Proportion of remuneration components	Fixed remuneration accounted for 100% of the total remuneration of the member of the Management Board of Agora S.A.
- Other components	<ul style="list-style-type: none"> - D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers; - access to employee benefits on the same terms as all the employees of the Company (medical care, a sports pass).
Amount of remuneration from entities which belong to the same group	<p>In addition, Maciej Strzelecki received remuneration at the following companies:</p> <ul style="list-style-type: none"> a. at Eurozet of PLN 48 thousand; b. at Grupa Radiowa Agory of PLN 27 thousand; c. at Doradztwo Mediowe of PLN 93 thousand; d. at Eurozet Consulting of PLN 96 thousand. <p>Maciej Strzelecki did not receive any remuneration from other entities which belong to the same group.</p>

SUPERVISORY BOARD OF AGORA S.A.

The Members of the Supervisory Board receive fixed remuneration and do not receive any variable remuneration.

Andrzej Szlęzak – Chairman of the Supervisory Board of Agora S.A.

	2024
Total remuneration in a given year:	PLN 144,000, gross
- Fixed Remuneration	PLN 144,000, gross
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers;
Amount of remuneration from entities which belong to the same group	Andrzej Szlęzak did not receive any remuneration from other entities which belong to the same group.

Wanda Rapaczynski – Member of the Supervisory Board of Agora S.A.

	2024
Total remuneration in a given year:	PLN 96,000, gross
- Fixed Remuneration	PLN 96,000, gross
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers;
Amount of remuneration from entities which belong to the same group	Wanda Rapaczynski did not receive any remuneration from other entities which belong to the same group.

Dariusz Formela – Member of the Supervisory Board of Agora S.A.

	2024
Total remuneration in a given year:	PLN 96,000, gross
- Fixed Remuneration	PLN 96,000, gross
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers;

Amount of remuneration from entities which belong to the same group	Dariusz Formela did not receive any remuneration from other entities which belong to the same group.
Tomasz Sielicki – Member of the Supervisory Board of Agora S.A.	
	2024
Total remuneration in a given year:	PLN 96,000, gross
- Fixed Remuneration	PLN 96,000, gross
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers;
Amount of remuneration from entities which belong to the same group	Tomasz Sielicki did not receive any remuneration from other entities which belong to the same group.
Maciej Wiśniewski – Member of the Supervisory Board of Agora S.A.	
	2024
Total remuneration in a given year:	PLN 96,000, gross
- Fixed Remuneration	PLN 96,000, gross
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers;
Amount of remuneration from entities which belong to the same group	Maciej Wiśniewski did not receive any remuneration from other entities which belong to the same group.
Tomasz Karusewicz – Member of the Supervisory Board of Agora S.A.	
	2024 (to 28/06/2024)
Total remuneration in a given year:	PLN 48,000, gross
- Fixed Remuneration	PLN 48,000, gross

- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers;
Amount of remuneration from entities which belong to the same group	Tomasz Karusewicz did not receive any remuneration from other entities which belong to the same group.
Jacek Levernes – Member of the Supervisory Board of Agora S.A.	
	2024 (from 28/06/2024)
Total remuneration in a given year:	PLN 48,800, gross
- Fixed Remuneration	PLN 48,800, gross
- Other components	- D&O insurance – third party liability insurance of the members of the Company's governing bodies; it covers the members of the management board, the members of the supervisory board, the members of the audit committee, commercial proxies, as well as any persons employed in the Company who perform managerial or supervisory functions, including managers;
Amount of remuneration from entities which belong to the same group	Jacek Levernes did not receive any remuneration from other entities which belong to the same group.

The remuneration paid to the members of the Management Board and the Supervisory Board was in line with the adopted remuneration policy and supported the pursuit of the Company's long-term objectives. The level of the remuneration corresponded to market conditions and ensured the stability of the management executives and access to appropriate competences.

In the opinion of the Supervisory Board, the remuneration paid to the members of the Management Board contributed to the pursuit of the Group's long-term business objectives.