
Report of the Supervisory Board of Agora S.A. on the remuneration
of members of the Management Board of Agora S.A. and the
Supervisory Board of Agora S.A. for the years 2019 – 2020

Warsaw, 19 May 2021
adopted by a resolution of the Supervisory Board of Agora S.A. on 19 May 2021

The Report on the remuneration of members of the Management Board and the Supervisory Board of Agora S.A. was drawn up pursuant to Article 90g of the Act of 29 July 2005 on Public Offering and the Conditions for Introducing Financial Instruments to the Organized Trading System and on Public Companies;

The principles governing the remuneration of members of the Management Board and the Supervisory Board of Agora S.A. have been set out in the Remuneration Policy for Members of the Management Board and the Supervisory Board of Agora S.A., adopted by a resolution of the Ordinary General Meeting of the Company's Shareholders of 25 June 2020.

Information on the employment of members of the Company's Management Board in 2020

| Full name | Type of legal relationship on which the employment is based | Duration of the legal relationship on which the employment is based | Notice period for termination of the legal relationship on which the employment is based |
|---|---|---|--|
| Bartosz Hojka – President of the Company's Management Board in 2020 | Employment contract | indefinite period | 6 months |
| Tomasz Jagiełło – Member of the Company's Management Board in 2020 | Employment contract | indefinite period | 6 months |
| Grzegorz Kania – Member of the Company's Management Board for the period from 1 January 2020 to 28 September 2020 | Employment contract | until 30 September 2020 | 6 months |
| Anna Kryńska-Godlewska – Member of the Company's Management Board in 2020 | Employment contract | indefinite period | 6 months |
| Agnieszka Sadowska – Member of the Company's Management Board in 2020 | Employment contract | indefinite period | 6 months |

Information on the employment of members of the Company's Management Board in 2019

| Full name | Type of legal relationship on which the employment is based | Duration of the legal relationship on which the employment is based | Notice period for termination of the legal relationship on which the employment is based |
|---|---|---|--|
| Bartosz Hojka – President of the Company's Management Board in 2019 | Employment contract | indefinite period | 6 months |
| Tomasz Jagiełło – Member of the Company's Management Board in 2019 | Employment contract | indefinite period | 6 months |
| Grzegorz Kania – Member of the Company's Management Board in 2019 | Employment contract | indefinite period | 6 months |
| Anna Kryńska-Godlewska – Member of the Company's Management Board in 2019 | Employment contract | indefinite period | 6 months |
| Agnieszka Sadowska – Member of the Company's Management Board in 2019 | Employment contract | indefinite period | 6 months |

Information regarding members of the Company's Supervisory Board in 2020

| Full name | Basis for exercising the function | Period for which the member of the Supervisory Board was appointed |
|---|---|---|
| Andrzej Szlęzak – Chairman of the Company's Supervisory Board in 2020 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. |
| Dariusz Formela – Member of the Company's Supervisory Board in 2020 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. |
| Tomasz Karusewicz – Member of the Company's Supervisory Board in 2020 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. |
| Tomasz Sielicki – Member of the Company's Supervisory Board in 2020 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. |
| Wanda Rapaczynski – Member of the Company's Supervisory Board in 2020 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. |
| Maciej Wiśniewski – Member of the Company's Supervisory Board in 2020 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. |

Information regarding the members of the Company's Supervisory Board in 2019

| Full name | Basis for exercising the function | Period for which the member of the Supervisory Board was appointed |
|---|---|--|
| Andrzej Szlęzak – President of the Company's Supervisory Board 2019 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. Previously, he held office, having been appointed on 23 June 2016 for a joint term of three years, which expired on the date of the General Meeting of the Company approving the financial statements for 2018. |
| Andrzej Dobosz – Member of the Company's Supervisory Board from 1 January 2019 to 12 June 2019 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 23 June 2016 until the date of the General Meeting of the Company approving the financial statements for 2018. |
| Dariusz Formela – Member of the Company's Supervisory Board in 2019 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. Previously, he held office, having been appointed on 23 June 2016 for a joint term of three years, which expired on the date of the General Meeting of the Company approving the financial statements for 2018. |
| Tomasz Karusewicz – Member of the Company's Supervisory Board from 13 June 2019 to 31 December 2019 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. |
| Tomasz Sielicki – Member of the Company's Supervisory Board in 2019 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. Previously, he held office, having been appointed on 23 June 2016 for a joint term of three years, which expired on the date of the General Meeting of the Company approving the financial statements for 2018. |

| | | |
|--|---|---|
| Wanda Rapaczynski – Member of the Company's Supervisory Board in 2019 | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. Previously, she held office, having been appointed on 23 June 2016 for a joint term of three years, which expired on the date of the General Meeting of the Company approving the financial statements for 2018. |
| Maciej Wiśniewski – Member of the Company's Supervisory Board in 2019. | Appointment by a resolution of the General Meeting of Agora S.A.'s Shareholders | A joint term of three years from 13 June 2019 until the date of the General Meeting of the Company approving the financial statements for 2021. Previously, he held office, having been appointed on 9 November 2017 for a joint term of three years, which expired on the date of the General Meeting of the Company approving the financial statements for 2018. |

Description of the elements of the report common to all members of the Management Board of Agora S.A.

1. Specification showing how the Fixed Remuneration is consistent with the Remuneration Policy and how it contributes to the Company's long-term performance (description adequate for 2020 and 2019)

The fixed remuneration is determined based on market standards for the structure of remuneration of 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 efficient management of both the current and long-term activities of the Company and who have adequate knowledge, skills and experience to fulfil the strategic objectives of the Company.

2. Level of achievement of Bonus Objectives

- 2020:** In view of the outbreak of the COVID-19 pandemic and the high uncertainty regarding the operation of the Group's particular businesses, the Supervisory Board did not set an objective based on the achievement of the EBITDA target and an objective based on share price growth for the purpose of the incentive plan for the members of the Management Board in order to pay the variable remuneration component of the members of the Management Board. Therefore, no remuneration is planned to be paid to the members of the Management Board on this account.

Level of objectives achievement for 2019 (bonus to be paid in 2021):

EBITDA: 103.1%

share price: 115.1%

- 2019:**

Level of objectives achievement for 2018 (bonus paid in 2019):

EBITDA: 89.7%

share price: 75.0%

3. Information on changes in remuneration, the Company's results and the 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.

| | Average monthly remuneration / employee of Agora S.A. | Change % | Average monthly remuneration / employee of Agora S.A. | Change % |
|-------|---|----------|---|----------|
| 2015 | 5,846 | | 5,735 | |
| 2016 | 5,993 | 2.5% | 5,911 | 3.1% |
| 2017 | 6,502 | 8.5% | 6,040 | 2.2% |
| 2018 | 6,586 | 1.3% | 6,341 | 5.0% |
| 2019 | 7,043 | 6.9% | 6,831 | 7.7% |
| 2020* | 6,380 | -9.4% | 6,047 | -11.5% |

*in 2020, in Agora S.A. and in most businesses of the Agora Group, employees' remuneration was reduced by 20.0% for six months from 15 April 2020 to 15 October 2020.

| EBITDA in PLN million (IFRS 16) | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------------|-------|-------|-------|-------|-------|------|
| Agora S.A. | 15.8 | -37.9 | -28.8 | -46.8 | -28.8 | 20.6 |
| Agora Group | 120.7 | 116.0 | 118.9 | 98.4 | 190.2 | 89.2 |

4. Information on deviations from the procedure for implementing the Remuneration Policy and on temporary withdrawal from the Remuneration Policy

In 2020, the Company did not deviate from the implementation of its remuneration policy, although due to the pandemic outbreak there were significant changes in the amount of both fixed and variable remuneration due. The Company's Management Board decided to reduce the remuneration of employees and associates of the Agora Group by 20.0% for six months. The remuneration of the Management Board members was reduced by 30.0%. The payment of the bonus due for 2019 was also suspended.

In 2019, the document was not yet in effect.

5. The value of monetary or non-monetary benefits granted in favour of immediate family members, i.e. a spouse, an ascendant, descendant, sibling, relative by marriage in the same line or to the same degree, a person in an adoption relationship and their spouse, as well as a person living in cohabitation

No such benefits were granted.

6. Proportion of remuneration components

Due to the outbreak of the COVID-19 pandemic in 2020, the bonuses of the members of the Management Board due for the achievement of the objectives set by the Supervisory Board for 2019 were not paid. The payment thereof has been postponed until 2021. In addition, no bonus objectives were set for 2020 in accordance with item 2 above. The members of the Management Board were entitled to fringe benefits in the form of the use of a company car, a D&O policy.

7. No incentive plans authorizing the acquisition of financial instruments were in place at the Company in 2019 and 2020.

8. The remuneration policy does not provide for the possibility of claiming back variable components of remuneration.

9. Explanation of how the resolution giving an opinion on the previous remuneration report has been taken into account in this report.

This report is the first report drawn up by the Supervisory Board of Agora S.A. as required by law. The remuneration policy for members of the Management Board and the Supervisory Board of Agora S.A. was adopted by the General Meeting in June 2020, thus the General Meeting had no opportunity to express its opinion on the report on the remuneration of members of the Management Board and the Supervisory Board of Agora S.A.

MANAGEMENT BOARD OF AGORA S.A.
Remuneration of Members of the Management Board¹

| <i>Bartosz Hojka – President of the Management Board of Agora S.A.</i> | | |
|--|---|--|
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 682,878 gross | PLN 1,382,253 gross |
| - Fixed remuneration | PLN 682,878 gross <i>In the period from 15 April to 15 October 2020, the basic remuneration of the members of the Management Board of Agora S.A. was reduced by 30.0%.</i> | PLN 802,948 gross |
| - Variable remuneration broken down by individual components | In 2020, the bonus due for the achievement of the objectives for 2019 in the amount of PLN 817,129 gross was not paid. (It consisted of a part of the EBITDA performance bonus in the amount of PLN 415,490 and the part related to the share price increase in the amount of PLN 401,639) | In 2019, the bonus for the achievement of the objectives set for 2018 was paid in the amount of PLN 579,305 gross. (It consisted of a part of the EBITDA performance bonus in the amount of PLN 354,305 and the part related to the share price increase in the amount of PLN 225,000). |
| Proportion of remuneration components | Due to the outbreak of the COVID-19 pandemic in 2020, the bonuses of the members of the Management Board due for the achievement of the objectives set by the Supervisory Board for 2019 were not paid. The payment thereof has been postponed until 2021. In addition, no bonus objectives were set for 2020 in accordance with item 2 above. | Variable remuneration represented 72.1% of fixed remuneration |
| - Other components | <ul style="list-style-type: none"> - D&O insurance – <i>liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers;</i> - company car – additional income in the amount of PLN 300 gross per month for using a company car for private purposes; - access to employee benefits on the same basis as all Company employees. | |
| Amount of remuneration from entities belonging to the same capital group | The President of the Management Board does not receive remuneration from other entities belonging to the same capital group. | |

¹ The value of the remuneration of the members of the Management Board in this report differs slightly in relation to the Company's financial statements for a given year. The difference results from not including in this report the amount of the addition to income for the use of a company car. In the case of Mr Grzegorz Kania, the difference in the remuneration for 2020 is due to the fact that this report includes a non-competition compensation payment.

| Tomasz Jagiełło – Member of the Management Board of Agora S.A. | | |
|--|--|--|
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 497,610 gross | PLN 930,426 gross |
| - Fixed remuneration | <p>PLN 205,460 gross for serving as a member of the Management Board of AGORA SA. PLN 292,150 gross for serving as a member of the Management Board of Helios S.A.</p> <p><i>In the period from 15 April to 15 October 2020, the basic remuneration of the members of the Management Board of Agora S.A. was reduced by 30.0%</i></p> | <p>PLN 596,486 gross, including:</p> <ul style="list-style-type: none"> - PLN 240,000 gross for serving as a member of the Management Board of Agora S.A., - PLN 356,486 gross for serving as the President of the Management Board of Helios S.A. |
| - Variable remuneration broken down by individual components | <p>In 2020, the bonus due for 2019 in the amount of PLN 483,974 gross was not paid.</p> <p>The above amount included a bonus for the extent to which the EBITDA result was achieved in the amount of PLN 257,744 and a bonus for achieving a share price increase in the amount of PLN 226,230.</p> | <p>In 2019, the bonus for the achievement of the objectives set for 2018 was paid in the amount of PLN 333,940 gross, including a bonus for the extent to which the EBITDA result was achieved in the amount of PLN 221,440 million and a bonus for achieving a share price increase in the amount of PLN 112,500.</p> |
| Proportion of remuneration components | <p>Due to the outbreak of the COVID-19 pandemic in 2020, the bonuses of the members of the Management Board due for the achievement of the objectives set by the Supervisory Board for 2019 were not paid. The payment thereof has been postponed until 2021. In addition, no bonus objectives were set for 2020 in accordance with item 2 above.</p> | <p>Variable remuneration represented 56.0% of fixed remuneration</p> |
| - Other components | <p>- D&O insurance – <i>liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers;</i></p> <p>- company car – additional income in the amount of PLN 400 gross per month for using a company car for private purposes;</p> <p>- access to employee benefits on the same basis as all Company employees.</p> | |
| Amount of remuneration from entities belonging to the same capital group | <p>Apart from serving as a member of the Management Board of Agora S.A., Tomasz Jagiełło is also the President of the Management Board of Helios S.A. His basic remuneration comprises the remuneration for fulfilling the function in the Management Board of Agora S.A. and in the Management Board of Helios S.A. The part of fixed remuneration for serving as the President of the Management Board of Helios S.A. amounts to PLN 292,150 gross per year. Tomasz Jagiełło does not receive remuneration from other entities belonging to the same capital group.</p> | |
| Grzegorz Kania – Member of the Management Board of Agora S.A. | | |
| | 2020 | 2019 |

| | | |
|--|--|---|
| The amount of total remuneration for a given year: | PLN 510,511 gross | PLN 933,940 gross |
| - Fixed remuneration | PLN 359,610 gross <i>In the period from 15 April to 15 October 2020, the basic remuneration of the members of the Management Board of Agora S.A. was reduced by 30.0%.</i> | PLN 600,000 gross |
| - Variable remuneration broken down by individual components | In 2020, the bonus due for 2019 in the amount of PLN 483,974 gross was not paid. It consisted of a bonus for the extent to which the EBITDA result was achieved in the amount of PLN 257,744 and a bonus for achieving a share price increase in the amount of PLN 226,230. | In 2019, the bonus for the achievement of the objectives set for 2018 was paid in the amount of PLN 333,940 gross. It consisted of a bonus for the extent to which the EBITDA result was achieved in the amount of PLN 221,440 million and a bonus for achieving a share price increase in the amount of PLN 112,500. |
| - Other components | PLN 75,901 gross – equivalent of holiday leave payment; PLN 75,000 gross – non-competition compensation payment. | D&O insurance – <i>liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers, company car, access to employee benefits on the same basis as all Company employees.</i> |
| Proportion of remuneration components | Due to the outbreak of the COVID-19 pandemic in 2020, the bonuses of the members of the Management Board due for the achievement of the objectives set by the Supervisory Board for 2019 were not paid. The payment thereof has been postponed until 2021. In addition, no bonus objectives were set for 2020 in accordance with item 2 above. | Variable remuneration represented 55.7% of fixed remuneration |
| Amount of remuneration from entities belonging to the same capital group | Mr Grzegorz Kania did not receive remuneration from other entities belonging to the same capital group. | |
| Agnieszka Sadowska – Member of the Management Board of Agora S.A. | | |
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 509,610 gross | PLN 933,940 gross |
| - Fixed remuneration | PLN 509,610 gross per year <i>In the period from 15 April to 15 October 2020, the basic remuneration of the members of the Management Board of Agora S.A. was reduced by 30.0%.</i> | PLN 600,000 gross |
| - Variable remuneration broken down by individual components | In 2020, the bonus due for 2019 in the amount of PLN 483,974 gross was not paid. It consisted of a bonus for the extent to which the EBITDA result was | In 2019, the bonus for the achievement of the objectives set for 2018 was paid in the amount of PLN 333,940 gross. It consisted of a bonus for the extent to |

| | | |
|--|---|---|
| | achieved in the amount of PLN 257,744 and a bonus for achieving a share price increase in the amount of PLN 226,230. | which the EBITDA result was achieved in the amount of PLN 221,440 million and a bonus for achieving a share price increase in the amount of PLN 112,500. |
| Proportion of remuneration components | Due to the outbreak of the COVID-19 pandemic in 2020, the bonuses of the members of the Management Board due for the achievement of the objectives set by the Supervisory Board for 2019 were not paid. The payment thereof has been postponed until 2021. In addition, no bonus objectives were set for 2020 in accordance with item 2 above. | Variable remuneration represented 55.7% of fixed remuneration |
| - Other components | D&O insurance – <i>liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers;</i> company car; access to employee benefits on the same basis as all Company employees. | |
| Amount of remuneration from entities belonging to the same capital group | Ms Agnieszka Sadowska did not receive remuneration from other entities belonging to the same capital group. | |
| Anna Kryńska-Godlewska – Member of the Management Board of Agora S.A. | | |
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 510,610 gross | PLN 933,940 gross |
| - Fixed remuneration | PLN 510,610 gross <i>In the period from 15 April to 15 October 2020, the basic remuneration of the members of the Management Board of Agora S.A. was reduced by 30.0%.</i> | PLN 600,000 gross |
| - Variable remuneration broken down by individual components | In 2020, the bonus due for 2019 in the amount of PLN 483,974 gross was not paid. It consisted of a bonus for the extent to which the EBITDA result was achieved in the amount of PLN 257,744 and a bonus for achieving a share price increase in the amount of PLN 226,230. | In 2019, the bonus for the achievement of the objectives set for 2018 was paid in the amount of PLN 333,940 gross. It consisted of a bonus for the extent to which the EBITDA result was achieved in the amount of PLN 221,440 million and a bonus for achieving a share price increase in the amount of PLN 112,500. |
| Proportion of remuneration components | Due to the outbreak of the COVID-19 pandemic in 2020, the bonuses of the members of the Management Board due for the achievement of the objectives set by the Supervisory Board for 2019 were not paid. The payment thereof has been postponed until 2021. In addition, no bonus objectives were set for 2020 in accordance with item 2 above. | Variable remuneration represented 55.7% of fixed remuneration |
| - Other components | - D&O insurance - <i>liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or</i> | |

| | |
|--|--|
| | <i>supervisory functions, including managers;</i> - company car – additional income in the amount of PLN 300 gross per month for using a company car for private purposes; - access to employee benefits on the same basis as all Company employees. |
| Amount of remuneration from entities belonging to the same capital group | Ms Anna Kryńska-Godlewska did not receive remuneration from other entities belonging to the same capital group. |

SUPERVISORY BOARD OF AGORA S.A.

Members of the Supervisory Board receive fixed remuneration; they do not receive any variable remuneration.²

| Andrzej Szlęzak – Chairman of the Supervisory Board of Agora S.A. | | |
|--|--|--|
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 129,538 gross | PLN 126,000 gross |
| - Fixed remuneration | PLN 129,538 gross <i>Pursuant to Resolution No. 21 of the General Meeting of 25 June 2020, at the request of the Supervisory Board, the General Meeting temporarily reduced the remuneration of the Supervisory Board from 15 April to 15 October 2020. The remuneration of the Chairman of the Supervisory Board during this period was PLN 9,600 gross per month.</i> | PLN 126,000 gross <i>On 12 June 2019, Resolution No. 27 of the General Meeting of Shareholders was adopted to increase the remuneration of the members of the Supervisory Board of Agora S.A. as of 1 July 2019. The remuneration of the Chairman of the Supervisory Board was set at PLN 12,000 gross per month.</i> |
| - Other components | <i>D&O insurance – liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> | <i>D&O insurance – liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> |
| Amount of remuneration from entities belonging to the same capital group | Mr Andrzej Szlęzak did not receive remuneration from other entities belonging to the same capital group. | |
| Wanda Rapaczynski – Member of the Supervisory Board of Agora S.A. | | |
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 86,358 gross | PLN 84,000 gross |

² The value of remuneration of the Members of the Supervisory Board in this report differs slightly in relation to the Company's financial statements for the year. The difference is due to the change of remuneration in the middle of the month of the function performed.

| | | |
|--|--|--|
| | 86 358 gross | 84 000 gross |
| - Fixed remuneration | <i>Pursuant to Resolution No. 21 of the General Meeting of 25 June 2020, at the request of the Supervisory Board, the General Meeting temporarily reduced the remuneration of the Supervisory Board from 15 April to 15 October 2020. The remuneration of the members of the Supervisory Board during this period was PLN 6,400 gross.</i> | <i>On 12 June 2019, Resolution No. 27 of the General Meeting of Shareholders was adopted to increase the remuneration of the members of the Supervisory Board of Agora S.A. as of 1 July 2019. The remuneration of the members of the Supervisory Board was set at PLN 8,000 gross per month.</i> |
| - Other components | <i>D&O insurance – liability insurance for members of the Company’s governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> | <i>D&O insurance – liability insurance for members of the Company’s governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> |
| Amount of remuneration from entities belonging to the same capital group | Ms Wanda Rapaczynski did not receive remuneration from other entities belonging to the same capital group. | |
| Dariusz Formela – Member of the Supervisory Board of Agora S.A. | | |
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 86,358 gross | PLN 84,000 gross |
| - Fixed remuneration | <p style="text-align: center;">PLN 86,358 gross</p> <i>Pursuant to Resolution No. 21 of the General Meeting of 25 June 2020, at the request of the Supervisory Board, the General Meeting temporarily reduced the remuneration of the Supervisory Board from 15 April to 15 October 2020. The remuneration of the members of the Supervisory Board during this period was PLN 6,400 gross.</i> | <p style="text-align: center;">PLN 84,000 gross</p> <i>On 12 June 2019, Resolution No. 27 of the General Meeting of Shareholders was adopted to increase the remuneration of the members of the Supervisory Board of Agora S.A. as of 1 July 2019. The remuneration of the members of the Supervisory Board was set at PLN 8,000 gross per month.</i> |
| - Other components | <i>D&O insurance – liability insurance for members of the Company’s governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> | <i>D&O insurance – liability insurance for members of the Company’s governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> |
| Amount of remuneration from entities belonging to the same capital group | Mr Dariusz Formela did not receive remuneration from other entities belonging to the same capital group. | |
| Tomasz Sielicki – Member of the Supervisory Board of Agora S.A. | | |

| | 2020 | 2019 |
|--|--|--|
| The amount of total remuneration for a given year: | PLN 86,358 gross | PLN 84,000 gross |
| - Fixed remuneration | PLN 86,358 gross <i>Pursuant to Resolution No. 21 of the General Meeting of 25 June 2020, at the request of the Supervisory Board, the General Meeting temporarily reduced the remuneration of the Supervisory Board from 15 April to 15 October 2020. The remuneration of the members of the Supervisory Board during this period was PLN 6,400 gross.</i> | PLN 84,000 gross <i>On 12 June 2019, Resolution No. 27 of the General Meeting of Shareholders was adopted to increase the remuneration of the members of the Supervisory Board of Agora S.A. as of 1 July 2019. The remuneration of the members of the Supervisory Board was set at PLN 8,000 gross per month.</i> |
| - Other components | <i>D&O insurance – liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> | <i>D&O insurance – liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> |
| Amount of remuneration from entities belonging to the same capital group | Mr Tomasz Sielicki did not receive remuneration from other entities belonging to the same capital group. | |
| Maciej Wiśniewski – Member of the Supervisory Board of Agora S.A. | | |
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 86,358 gross | PLN 84,000 gross |
| - Fixed remuneration | PLN 86,358 gross <i>Pursuant to Resolution No. 21 of the General Meeting of 25 June 2020, at the request of the Supervisory Board, the General Meeting temporarily reduced the remuneration of the Supervisory Board from 15 April to 15 October 2020. The remuneration of the members of the Supervisory Board during this period was PLN 6,400 gross.</i> | PLN 84,000 gross <i>On 12 June 2019, Resolution No. 27 of the General Meeting of Shareholders was adopted to increase the remuneration of the members of the Supervisory Board of Agora S.A. as of 1 July 2019. The remuneration of the members of the Supervisory Board was set at PLN 8,000 gross per month.</i> |
| - Other components | <i>D&O insurance – liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> | <i>D&O insurance – liability insurance for members of the Company's governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> |

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| Amount of remuneration from entities belonging to the same capital group | Mr Maciej Wiśniewski did not receive remuneration from other entities belonging to the same capital group. | |
| <i>Tomasz Karusewicz – Member of the Supervisory Board of Agora S.A. from 13 June 2019</i> | | |
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | PLN 86,358 gross | PLN 51,789 gross |
| - Fixed remuneration | PLN 86,358 gross <i>Pursuant to Resolution No. 21 of the General Meeting of 25 June 2020, at the request of the Supervisory Board, the General Meeting temporarily reduced the remuneration of the Supervisory Board from 15 April to 15 October 2020. The remuneration of the members of the Supervisory Board during this period was PLN 6,400 gross.</i> | PLN 51,789 gross <i>On 12 June 2019, Resolution No. 27 of the General Meeting of Shareholders was adopted to increase the remuneration of the members of the Supervisory Board of Agora S.A. as of 1 July 2019. The remuneration of the members of the Supervisory Board was set at PLN 8,000 gross per month.</i> |
| - Other components | <i>D&O insurance – liability insurance for members of the Company’s governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> | <i>D&O insurance – liability insurance for members of the Company’s governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> |
| Amount of remuneration from entities belonging to the same capital group | Mr Tomasz Karusewicz did not receive remuneration from other entities belonging to the same capital group. | |
| <i>Andrzej Dobosz – Member of the Supervisory Board of Agora S.A. from 1 January 2019 to 12 June 2019</i> | | |
| | 2020 | 2019 |
| The amount of total remuneration for a given year: | - | PLN 32,526 gross |
| - Fixed remuneration | - | PLN 32,526 gross |
| - Other components | - | <i>D&O insurance – liability insurance for members of the Company’s governing bodies; it covers members of the Management Board, members of the Supervisory Board, members of the Audit Committee, holders of a commercial power of attorney, and all persons employed in the Company who perform management or supervisory functions, including managers.</i> |

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| Amount of remuneration from entities belonging to the same capital group | Mr Andrzej Dobosz did not receive remuneration from other entities belonging to the same capital group. |
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The remuneration paid to the members of the Management Board and the Supervisory was in line with the adopted remuneration policy and supported the achievement of the Company's long-term objectives. The level of remuneration was in line with market conditions and ensured the stability of key managers and access to relevant competences.

Due to the outbreak of the COVID-19 pandemic and its consequences, which most severely affected the Agora Group's largest businesses, and due to the enormous unpredictability as to the development of the domestic and global economic situation, the level of remuneration was significantly restricted by reducing the fixed remuneration of the members of the Management Board by 30% at a time when the remuneration of employees was reduced by 20% and by not setting bonus objectives for the members of the Management Board for 2020. For this reason, the payment of the bonus due for 2019 was postponed until 2021.

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