

Gender Representation at Agora Events

1. Our commitment

Agora Energy Transition is committed to ensuring gender diversity in all our public events. Equal representation for us means ensuring that women have a seat at the table in all our panels & events.

For Agora Energy Transition-organised events, this means:

- ✓ Gender-balanced panels & events:
 - At least one female speaker at events with 3 speakers or less (excluding moderators)
 - Equal number of male and female speakers at events with an even number of speakers; or 2/3 ratio of female/male speakers at events with an even number of speakers (excluding moderators)
- ✓ Equal speaking time and active participation for speakers
- ✓ Prioritizing questions from female audience members

It is our policy **not to accept invitations to externally organized all-male events/panels**, and **women's active participation in a non-moderator role is prerequisite for our participation** in third-party events and discussion. We commit to working with partners to ensure that women are represented at the event, for example by recommending female colleagues. We reserve the right to withdraw from events that do not have at least one female speaker, even at the last minute, should the event not reflect this standard.

2. Monitoring & Evaluating our progress

As part of our commitment, our events team tracks and publishes data including:

- ✓ Percentage of women speakers at Agora events
- ✓ Percentage of manels (all male panels)
- ✓ Percentage of gender balanced panels (incl. featuring a higher number of women)

If we fail to achieve our objectives, we will reflect on our process and evaluate what we could have done differently.