

RESPONSIBILITY REPORT FOR 2020



GROWTH



RELATIONS



DIVERSITY

ENVIROMENTAL IMPACT

We implement the Sustainable Development Goals:



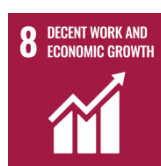
SOCIAL IMPACT

We implement the Sustainable Development Goals:



BUSINESS ETHICS

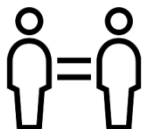
We implement the Sustainable Development Goals:



SOCIAL TOPICS AND INITIATIVES



HEALTH AND SAFETY
DURING THE COVID-19
PANDEMIC



SOCIAL INEQUALITIES
AND HUMAN RIGHTS



ACTIVATION OF LOCAL
COMMUNITIES



SUPPORT DURING THE
COVID-19 PANDEMIC



SOCIAL AND
ENVIRONMENTAL
CAMPAIGNS



VIRTUAL MEETINGS AND
CULTURAL EVENTS



COLLECTIONS AND
CHARITY CAMPAIGNS

KEY COMMITMENTS FROM 2020 AND THEIR IMPLEMENTATION:



- ✓ Implementing a comprehensive trainings system in the form of **e-learning**
- ✓ Introducing a **new benefit system** for employees as a response to the reported employees' expectations



- ✓ Installation of **photovoltaic panels** on the roof of Agora's headquarters in Warsaw
- ⌚ **Optimising energy consumption** – exchange of ventilation control rooms in the building



- ✓ Implementing a comprehensive **compliance system** in the Agora Group
- ✓ Implementing **"Policy on receiving and giving gifts and other benefits by employees of Agora S.A."**

KEY OBJECTIVES FOR 2021:



- Amending the "Environmental Policy" – creating **"Environmental and Climate Policy of Agora S.A"**
- **Optimising energy consumption** – exchange of ventilation control rooms at the Warsaw building of Agora (2020 goal postponed due to the outbreak of the COVID-19 pandemic)
- Developing **projects related to ecology and environmental protection** in the Agora Group



- Developing **projects for the society**, in particular those relating to counteracting **social and inequalities, gender equality**, through the media and brands of the Agora Group

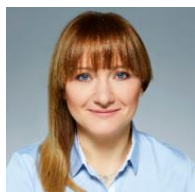


- Commencement of conceptual work on the implementation of the **"Agora S.A. Remuneration Policy"**;
- Initiating works on the implementation of the **"Recruitment Policy of Agora S.A."**
- **Implementing the supplier evaluation system** in regards to, in particular, environmental impact, counteracting corruption and observance of human rights
- Further **development of the e-learning platform and of the training offer** for employees

"Responsibility report for the year 2020 of Agora S.A. Group and Agora S.A." is available as an interactive website – www.raportcsr-2020.agora.pl - in Polish and English language versions.

Agora S.A. established in 1989; since 1999, it has been listed on the Warsaw Stock Exchange. Its activities include such areas as the printed press and multimedia digital editions, portals and internet projects, radio, cinema, outdoor advertising, as well as book publishing, and film production and distribution. From the very beginning, Agora and its companies from the capital group have been implementing activities in the field of corporate social responsibility, initiating and engaging in a number of projects supporting the implementation of the **UN Sustainable Development Goals**. The approach to this issue is based on such pillars as: transparency, building relationships with partners and the company's environment, diversity among employees and high quality of products and services. The Agora Group informs about its activities in the area of corporate social responsibility on an ongoing basis at: www.agora.pl/en/responsible-business.

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