

OUR 2020 COMMITMENTS

The **“Responsibility Report 2019 of the Agora Group”** presents the goals that we set ourselves for 2020. The implementation of some of them – due to the outbreak of the COVID-19 pandemic and its effects – was difficult or even impossible, therefore the plan for their implementation was postponed to 2021.

Our 2020 commitments and their implementation:

THE RESPONSIBILITY REPORT FOR THE YEAR 2020 AGORA GROUP AND AGORA S.A.

Area	Goal	Degree of completion
 MANAGEMENT AND REPORTING	Drawing up the “Responsibility Report of the Agora Group” in accordance with the GRI Standards	Completed
	Conducting a dialogue with stakeholders	Completed
	Strategically cooperating with the institution/organisation related to the development of responsible business and sustainable development	Completed
 WORKPLACE	Implementing a comprehensive trainings system in the form of e-learning	Completed
	Introducing a new benefit system for employees as a response to the reported employees' expectations	Completed
 ENVIRONMENT	Introducing pro-environmental solutions in the scope of energy efficiency (in particular photovoltaics)	Completed
	Optimising energy consumption – exchange of ventilation control rooms in the building	Uncompleted due to the COVID-19 pandemic
	Developing projects of Agora's media related to ecology and environment protection	Completed
 ETHICS AND COMPLIANCE	Implementing a comprehensive compliance system in the Agora Group	Completed
	Continuing training and communication on ethics for all employees of the Agora Group	Completed
	Implementing “Policy on receiving and giving gifts and other benefits by employees of Agora S.A.”	Completed