

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
 <p>MANAGEMENT AND REPORTING</p>	<ul style="list-style-type: none"> • Drawing up the “Responsibility Report of the Agora Group” in accordance with the GRI Standards 	Completed
	<ul style="list-style-type: none"> • Conducting a dialogue with stakeholders 	Completed
	<ul style="list-style-type: none"> • Strategically cooperating with the institution/organisation related to the development of responsible business and sustainable development 	Completed
 <p>WORKPLACE</p>	<ul style="list-style-type: none"> • Implementing a comprehensive trainings system in the form of e-learning 	Completed
	<ul style="list-style-type: none"> • Introducing a new benefit system for employees as a response to the reported employees' expectations 	Completed
 <p>ENVIRONMENT</p>	<ul style="list-style-type: none"> • Introducing pro-environmental solutions in the scope of energy efficiency (in particular photovoltaics) 	Completed
	<ul style="list-style-type: none"> • Optimising energy consumption – exchange of ventilation control rooms in the building 	Uncompleted due to the COVID-19 pandemic
	<ul style="list-style-type: none"> • Developing projects of Agora's media related to ecology and environment protection 	Completed
 <p>ETHICS AND COMPLIANCE</p>	<ul style="list-style-type: none"> • Implementing a comprehensive compliance system in the Agora Group 	Completed
	<ul style="list-style-type: none"> • Continuing training and communication on ethics for all employees of the Agora Group 	Completed
	<ul style="list-style-type: none"> • Implementing “Policy on receiving and giving gifts and other benefits by employees of Agora S.A.” 	Completed