OUR 2020 COMMITTMENTS

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 committments and their implementation:

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 ventillation 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