# OUR PLANS FOR 2021

When drawing up 2021 action plan, apart from the areas indicated by our stakeholders (The results of the stakeholder survey can be found in the section: ***Our responsibility towards the market environment*** and ***About the Report***), we also took into account the results of The Sustainable Development Goals Report 2020 which presents data on the situation in Poland in pursuit of the implementation of the 2030 Agenda. On that basis, we have set the Sustainable Development Goals of key importance for our organization, for which we will take specific actions over the next year. In line with the strategy adopted by us, we divided them into areas resulting from ESG factors.

## ACTIVITIES FOR ENVIRONMENTAL PROTECTION

- Amending the "Environmental Policy" – creating **"Environmental and Climate Policy of Agora S.A"**;
- **Optimising energy consumption** – among others: exchange of ventillation control rooms at the Warsaw bulding 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.

In addition, individual activities of the Agora Group, in order to further reduce the negative impact on the environment, have set specific goals, which are described in the section ***Our responsibility towards environment*** of this Report.

## ACTIVITIES FOR THE SOCIETY

- 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.

# CORPORATE GOVERNANCE

**Area: Management and reporting**

- Preparing a non-financial report in accordance with the **GRI standards** and requirements of the **Polish Accounting Act**;
- **Observing European recommendations**, in particular European Commission Guidelines on non-financial reporting, Regulation of the European Parliament (EU) 2019/2088 on sustainability-related disclosures;
- Conducting a **dialogue with stakeholders**;
- **Cooperating**, in particular with the Polish Association of Listed Companies in the scope of non-financial reporting and developing practices in the field of corporate social responsibility.

**Area: Workplace**

- 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."**;
- **Ensuring a safe workplace** and **protecting the health of employees** in relation to the COVID-19 pandemic;
- Further **development of the e-learning platform and of the training offer** for employees.

**Area: Ethics and compliance**

- **Implementing the supplier evaluation system** in regards to, in particular, environmental impact, counteracting corruption and observance of human rights;
- Continuing **training and communication on ethics** for all employees of the Agora Group;
- Engaging in international **initiatives for peacekeeping around the world.**

The experience of the COVID-19 pandemic confirmed to an even greater extent that we must respond to the global challenges jointly, as international community, and strengthen activities executed so far in many areas. That is why cooperation and engagement in initiatives for achieving Sustainable Development Goals are so important to us – both on a global and local scale. Given the above, we placed **Goal 17: Partnerships for the goals** on our list of priorities for 2021.

Engaging in cross-sectoral partnerships, supporting non-governmental organisations in order to act jointly for the 2030 Agenda, in particular by cooperating with EPC (European Publishers Council) or LENA (Leading European Newspaper Alliance).