

# DIALOGUE WITH THE ENVIRONMENT

When defining the content of the report, both the relevance of the issue and its consistency with the strategy of the Agora Group and the United Nations Sustainable Development Goals (SDG's) have been taken into account, as well as the voice of our environment, i.e. the information and opinions provided by the Group stakeholders in various forms of dialogue. For more information, see part *Dialogue with stakeholders* of this Report, under the stakeholder dialogue section.

## Dialogue with employees

### Results of a survey for employees on Agora's CSR activities\*

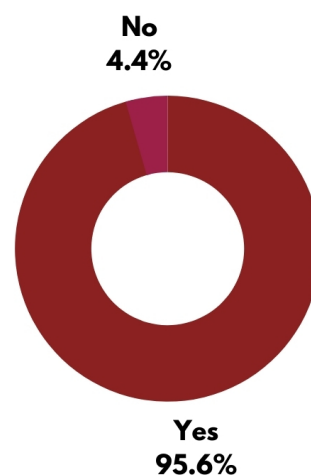
1. According to employees, the most important areas presented as part of the strategic approach to responsibility:

- 72% Developing employee competencies through training and development plans
- 71% Shaping civic attitudes and care for human rights
- 57% The pursuit of business climate neutral and initiating ecological projects
- 47% Concern for others expressed in charity and aid actions
- 47% Reporting non-financial information and company transparency

1\*. Selected issues indicated by employees in the open question:

- Transparent system of salaries and promotions in the company*
- Gender and pay parities*
- Responsible Employment*
- Maintaining fair employment conditions for employees in Agora Group companies*
- Provide decent work and decent pay to Agora Group employees, pay special attention to those who work outside of Warsaw.*
- Emphasis on social programs*

2. Should the CSR strategy be included in the company's strategy?



\* 60 Agora Group employees participated in the survey

## Key Conclusions

### Issues important to employees:

- The CSR strategy should be included in Agora's business strategy
- Gender and wage quotas are crucial
- They attribute great value to training and development interviews
- Agora should strive to achieve climate neutrality and initiate more pro-environmental projects
- Agora should act for human rights and engage in aid actions
- Internal CSR activities have not been sufficiently communicated so far and it would be good to change it

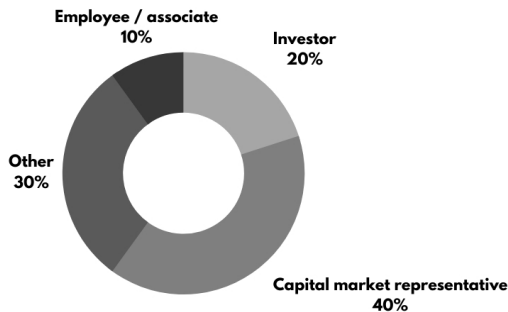
The goals of the UN 2030 Agenda (SDG), in which the Agora Group should be particularly involved according to employees:

	<p>Achieve gender equality and empower all women and girls</p>
	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>
	<p>Take urgent action to combat climate change and its impacts</p>
	<p>Promote peaceful and inclusive societies for sustainable development</p>

## Dialogue with stakeholders

### Results of the stakeholder survey on Agora's CSR activities \*

#### Stakeholder group:



#### The most important area related to CSR in the operations of the Agora Group

1. Economic factors and management
2. Social and labor issues
3. Environmental issues

#### The area of "Economic factors and management" - the most important aspects:

- 70% Economic results
- 40% Position on the local market
- 40% Anti-corruption counteracting

#### The "socio-labor" area - the most important aspects:

- 50% Employment
- 40% Relations between employees and management
- 40% Compliance with human rights regulations

#### The "environmental" area - the most important aspects:

- 70% Energy consumption
- 50% Use of raw materials and materials
- 40% Waste

\*10 stakeholders participated in the survey

## Key Conclusions

Stakeholders, taking into account the profile and place of business of the Agora Group, concluded that:

- The most important area related to Agora's CSR are economic and management factors, and the least important is the environmental area
- The most important issues are those concerning, inter alia, position on the local market, employment and respect for human rights
- It would be positively received if Agora announced its commitment to climate neutralit
- The goals of the 2030 Agenda selected in the stakeholder survey practically coincide with the selection in the employee survey

The goals of the UN 2030 Agenda (SDG), in which the Agora Group should be particularly involved according to stakeholders:

 <p>5 GENDER EQUALITY</p>	<p>Achieve gender equality and empower all women and girls</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Make cities and human settlements sustainable and conducive to social inclusion</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Promote peaceful and inclusive societies for sustainable development</p>