

## **ABOUT THE REPORT**

In recent years, there has been a clear increase in interest in non-financial data provided by companies. They are taken into account increasingly more often when decisions are made by various stakeholder groups, including investors. Therefore, apart from the financial statements, the Agora Group has been preparing a separate report on non-financial activities for several years. **“The Responsibility Report for the year 2020 Agora Group and Agora S.A.”** is the fifth such report prepared by Agora. The reports are prepared on an annual basis, together with the annual report on the activities of the Agora Group and form a separate part thereof. The previous report covered 2019 and was published in March 2020.

The Report contains key non-financial data related to the activities of the Agora Group and Agora S.A. and information on our responsibility towards **employees, the public, the market environment** and the **natural environment**. It also takes into account the issues related to **respecting human rights** and **anti-corruption**. The individual chapters of the report present the management approach, including a description of key policies and internal regulations implemented in the Agora Group with respect to the aforementioned areas of responsibility and the due diligence procedures implemented.

The Report has been prepared on the basis of the international standards of non-financial reporting, the **GRI Standards**, at the CORE level, without external verification.

### **Reporting scope**

The Responsibility Report for 2020 includes the information and consolidated non-financial data of the Agora Group and its parent company Agora S.A. for the period from 1 January to 31 December 2020. All information and data in this report marked with the term “Agora Group” refer jointly to Agora S.A. and subsidiaries operating within the Agora Group, mainly active in the Internet, cinema, radio, catering and outdoor advertising segments. A detailed list of Group companies is presented below. The Report identifies the data and information relating to Agora S.A. Unlike in previous years, no separate non-financial statements were prepared for Agora S.A., they are included in this Report.

### **Compliance with the requirements of the Accounting Act on disclosure of non-financial information**

The report implements the requirements of the amended **Accounting Act of 15/12/2016** regarding the disclosure of non-financial information resulting from the transposition of **Directive 95/2014/EU1**, and the **Regulation of the Ministry of Finance of 25/05/2016** regarding information on diversity.

<b>REQUIREMENTS OF THE ACCOUNTING ACT</b>	<b>HAS THE REQUIREMENT BEEN MET?</b>	<b>PLACE IN THE REPORT - CHAPTER TITLE</b>
Description of the entity's business model and key performance indicators	YES	<u>About Agora</u>
Description of management of risks identified as significant	YES	<u>About Agora</u>
Description of policies, due diligence procedures and performance indicators related to the entity's anti-corruption activities	YES	<b><u>Ethics and human rights in the Agora Group</u></b>
Description of policies, due diligence procedures and performance indicators related to the entity's activities related to respecting human rights	YES	<b><u>Ethics and human rights in the Agora Group</u></b>
Description of policies, due diligence procedures and performance indicators related to issues relevant to consumer/customer relations, quality	YES	<b><u>Our responsibility towards the market environment</u></b>
Description of policies, due diligence procedures and performance indicators related to the entity's activities with respect to employee matters	YES	<b><u>Our responsibility towards employees</u></b>
Description of policies, due diligence procedures and performance indicators related to the entity's activities with respect to natural environment	YES	<b><u>Our responsibility towards environment</u> <b><u>Aware of actions for climate neutrality</u></b></b>

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

<b>REQUIREMENTS OF THE ACCOUNTING ACT</b>	<b>HAS THE REQUIREMENT BEEN MET?</b>	<b>PLACE IN THE REPORT - CHAPTER TITLE</b>
Description of policies, due diligence procedures and performance indicators related to the entity's activities with respect to social issues	YES	<b><u>Our responsibility towards the society</u></b>