

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

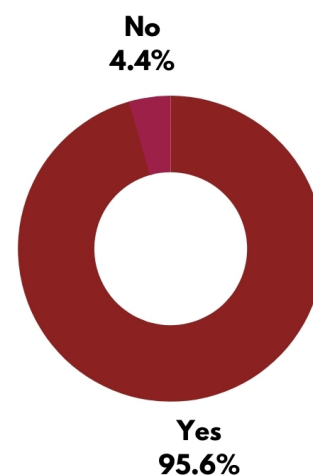
Responsible Employment

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

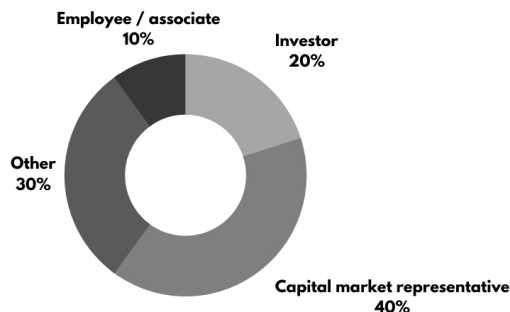
The goals of the UN 2030 Agenda (SDG), in which the Agora Group should be particularly involved according to employees:

5 GENDER EQUALITY 	Achieve gender equality and empower all women and girls
8 DECENT WORK AND ECONOMIC GROWTH 	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
13 CLIMATE ACTION 	Take urgent action to combat climate change and its impacts
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Promote peaceful and inclusive societies for sustainable development

Dialouge 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:

	Achieve gender equality and empower all women and girls
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
	Make cities and human settlements sustainable and conducive to social inclusion
	Promote peaceful and inclusive societies for sustainable development