

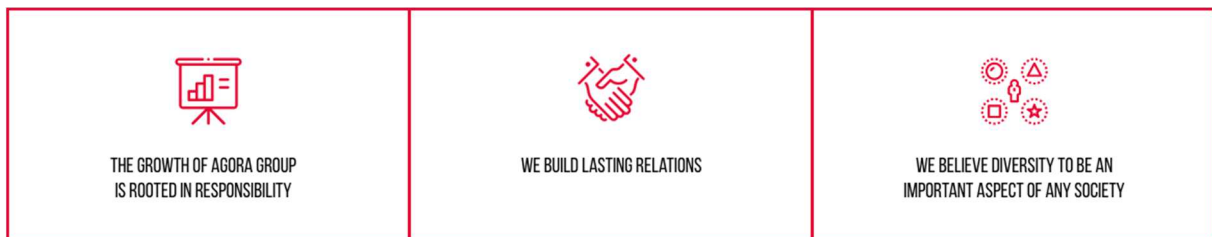
The AGORA GROUP PRESENTS ITS SOCIAL IMPACT IN INTERACTIVE "RESPONSIBILITY REPORT FOR 2018"

"Responsible every day: diversity, relations and growth" – this is the motto of the Agora Group's interactive report describing its strategic approach to responsibility. Readers of the publication can learn, among others, how diverse is the Group's team in terms of gender or age, how Agora involves its clients and business partners in social activities and how it cares about the natural environment.

- In the process of preparation yet another "Responsibility Report" of the Agora Group we have engaged our stakeholders, particularly our team, which made it possible to identify CSR areas relevant to the entire organization and its environment - says Nina Graboś, director of Agora corporate communications. - The publication was created in accordance with international GRI Standards and based on our principles of transparency and accountability. It presents the company from a unique, non-financial perspective, allowing readers to get to know its employees and important social projects initiated by Agora's team.

The new report of the Agora Group presents in a special way the implementation of the Sustainable Development Goals (SDGs) and the pillars of its CSR strategy: diversity, relations and development. The publication covers such areas as: relations at workplace, respect for human rights, ethics and compliance issues, responsibility towards clients and suppliers, social and environmental impact, as well as corporate governance and business model.

- "Our Responsibility" section describes strategic approach of the Agora Group to the responsibility, objectives and results of the strategy implementation, the map of stakeholders and a description of the dialogue with them, as well as the management of non-financial risks.



- In the "Diversity" section, one can find, among others, information on the structure of employment, career development and trainings for employees, as well as safety at the workplace.

DIVERSITY



54.3%

share of women in middle and senior management positions in Agora Group



52.5%

share of women in other positions in Agora Group



67.0%

share of employees with higher education



3.5%

share of employees with disabilities

Additionally, along with projects related to the promotion of health, culture and physical activity among employees, this chapter also describes activities aimed at maintaining work-life balance and preventing discrimination and mobbing in the workplace.

WORK-LIFE BALANCE



91%

employees used MyBenefit in 2018



Running



Tennis



Skiing



Football



Sailing races



- The "Relations" section presents an outline of the ethics system introduced in Agora in 2018, as well as information on the "Agora's Code of Ethics" and the protection of whistleblowers.

ETHICS AND COMPLIANCE

Internal policies and codes of conduct adopted by Agora

External industry codes of conduct and other documents adopted by the entities of Agora

Internal and external whistleblowing systems, including protection of whistleblowers



Communication of values and principles to employees, business partners and all stakeholders



Education of employees and collaborators



Individuals responsible for the implementation of the ethics system, including compliance officer



Cyclical monitoring of ethical risks



Inclusion of compliance with ethical code in annual employee appraisal

This chapter describes also the value chain and principles of cooperation with customers, suppliers and contractors.

RELATIONS WITH SUPPLIERS AND BUSINESS PARTNERS

Code of Conduct for Suppliers and Contractors of Agora



responsible relations with stakeholders



fair competition



respecting human rights



ethics and transparency standards in relations with suppliers, contractors and business environment



environmental impact and sustainable growth



compliance and anti-corruption

- Good practices in the field of social involvement and social activities (including those in the area of education, culture or philanthropy) were collected in the "Growth" section, along with environmental goals and indicators.

ENVIRONMENTAL IMPACT

Reduction of electricity and water consumption and decrease in the waste output in buildings managed by Agora in 2018



↓ **3%**

reduction of electricity consumption



↓ **5%**

reduction of water consumption and effluent discharge



↓ **73%**

decrease in package waste (weight)



↓ **89%**

decrease of paper and cardboard in the storage facility (weight)

The website raportCSR.agora.pl/en is available in Polish and English language versions. Its interactive formula has been enriched with infographics, descriptions of 65 good practices and over 50 tables and summaries with information and data. Over 120 big numbers highlight key results and results, as well as performance indicators.

The Report also contains links to 87 GRI Standards disclosures shown in an interactive table in order to present the impact of Agora Group on the environment in an even more accessible and transparent way.

AGORA GROUP RESPONSIBILITY REPORT 2018



87

GRI Standards disclosures



65

good practices in 9 areas



50+

tables showing the key outcomes and results and effectiveness indicators



120+

big numbers showing the key outcomes and results and effectiveness indicators



6

segments in Agora Group business model

On the raportCSR.agora.pl/en website, all internet users can complete special survey by submitting their opinions on this year's edition of the report, as well as expectations regarding the next publication.

The Agora Group "Responsibility report" was prepared by Agora's corporate communication department, in cooperation with all teams of companies and brands of the Group.

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Agora S.A. was established in 1989; since 1999 the Company has been listed on the Warsaw Stock Exchange. Its biggest undertakings are: Helios S.A. — Poland's largest cinema network operator, ranked in terms of number of facilities, and the owner of the NEXT FILM distribution and production company, *Gazeta Wyborcza* — Poland's most popular opinion-forming newspaper and a leader in the process of digital transformation of Polish press, and AMS — Poland's leading outdoor advertising company. Agora Group owns three brands of local music radio stations: Radio Złote Przeboje, Radio Pogoda, Rock Radio, and the Tuba.FM web radio, in addition to being a majority shareholder in the Radio TOK FM cross-regional radio station. Agora's web portals are leaders in terms of popularity in their respective categories. Among the Company's several dozen web-based brands are, i.a., *Gazeta.pl*, *Sport.pl* and *Tokfm.pl*, available online and via mobile applications. The Company is also the publisher of magazines and engages in publishing and distribution of books, music and film publications. Since 2018, through subsidiaries, the Agora Group has also been operating on the food market.