




# CSR STRATEGY

We view our responsibility as our impact on the environment and contribution to the society. Since 2017 we have strategically developed our CSR profile by adopting responsibility directions. Our motto is Responsible Everyday. In 2019 the main axis of Agora Group's activities was formed by sustainable development and introduction of Environmental Policy of Agora, as well as a host of educational and communication activities. Therefore, we have expanded our motto to Responsible Everyday. We Care About the Environment! Responsible Everyday. Strategic approach to responsibility (Codziennie odpowiedzialni. Strategiczne podejście do odpowiedzialności) is a document that outlines the main directions adopted by Agora S.A. in the areas of corporate social responsibility and sustained development. Responsible growth, building lasting relations with the business environment and commitment to social and workplace diversity are the pillars of Agora's responsible management approach.

 <p>GROWTH ROOTED IN RESPONSIBILITY</p>	 <p>BUILDING LASTING RELATIONS</p>	 <p>WE VALUE DIVERSITY IN THE SOCIETY AND IN THE WORKPLACE</p>
We are committed to responsible growth and transparency.	We observe high ethical standards and are committed to fulfilling our obligations.	Through our products and services in the mass media, entertainment and advertising we reach a wide range of diverse users.
Our employees can develop their competences and gain new experiences.	We are committed to earning the trust of our users, business partners and employees.	The workplace we build promotes diversity and is founded on respect and openness.
We initiate and join partnerships for social development and sustainable growth.	We maintain dialogue with our stakeholders and build lasting relations with our environment.	Courage and innovation are the principles we uphold in our business and social activities. Specific goals shall be updated annually in Responsibility Report of Agora Group. They are drawn directly from the directions indicated in the document and aspects related to the Group's commitment to pursuing UN Sustainable Development Goals.

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