

ENVIRONMENTAL POLICY OF AGORA











Agora has been committed to developing environmental protection. These include our internal projects in energy saving, waste sorting and promoting adoption of pro-eco behaviours, as well as investments in the buildings managed by Agora.

In 2019 Agora adopted four main goals in the environmental impact area:

1. Energy efficiency and reducing energy consumption in the headquarters of Agora in Warsaw,
2. Waste reduction, also through introducing waste sorting solutions,
3. Education and communication activities addressed to employees and collaborators, to increase awareness of pro-eco activities,
4. Introduction of environmental policy.

We work towards the achievement of the above goals, which is manifested in the adoption by Management Board of Agora of **Environmental Policy of Agora S.A.** The document describes our approach to managing environmental impact and applies to all employees and collaborators of Agora. It outlines directions of our activities for environmental protection.

Main directions of Environmental Policy of Agora S.A.

 <p>undertake environmental measures in accordance with the law and internal regulations</p>	 <p>implement eco-office solutions in buildings managed by Agora</p>
 <p>manage environmental impact in line with adopted goals and principles</p>	 <p>reduce risks and prevent production of waste / pollutants with potential negative effect on the natural environment</p>
 <p>regularly monitor progress and effects and their annual reporting</p>	 <p>continue perfecting and introducing innovative environmental solutions and eco programmes</p>
 <p>work towards reducing the consumption of natural resources, by rational use of energy, water and materials (such as paper) and effluent discharge, etc.</p>	 <p>educate employees and collaborators and business partners to increase their ecological awareness, as well as release communications to encourage them to adopt environmental policy and develop pro-eco attitudes</p>
 <p>conduct balanced waste and recycled materials management through limiting their output, sorting and striving towards 'zero waste' model</p>	 <p>initiate and promote among stakeholders pro-eco behaviours, through promoting the digital services of Agora, etc.</p>

Environmental Policy was adopted by the Management Board of Agora on 12 June 2019 and came into force on the same day. The policy applies to all employees, who are obliged to comply with it. The document will be regularly revised to ensure that it is in line and relevant to the brand's business profile and growth strategy. Every year Management Board

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of Agora will receive updates on the implementation of the environmental policy and evaluate the achievement of adopted environmental goals.