

# AGORA GROUP RESPONSIBILITY REPORT 2018

2018



## RESPONSIBLE EVERYDAY. STRATEGIC APPROACH TO RESPONSIBILITY

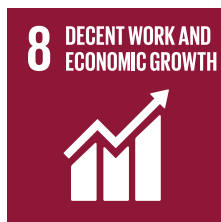


THE MAIN ELEMENTS OF THE AGORA GROUP'S STRATEGIC APPROACH TO CSR ARE:

- ✓ The growth of Agora Group is rooted in responsibility
- ✓ Building lasting relations with shareholders
- ✓ Belief that diversity is an important aspect of society and workplace



## SUSTAINABLE DEVELOPMENT GOALS (SDGS) IN AGORA GROUP:



# AGORA GROUP EMPLOYEES IN 2018

**4 799**

employees and collaborators

**2 839**

employees

## 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

## WOMEN

- **17.1%** - < 30 years old
- **70.9%** - 30-50 years old
- **12.0%** - > 50 years old

## MEN

- **13.7%** - < 30 years old
- **72.6%** - 30-50 years old
- **13.7%** - > 50 years old

## OVERALL

- **15.5%** - < 30 years old
- **71.7%** - 30-50 years old
- **12.8%** - > 50 years old

## WORK-LIFE BALANCE



**91%**

employees used MyBenefit in 2018



Running



Tennis



Skiing



Football



Sailing races



**59** performances were offered under Chodź do teatru (Come, watch a play)

**3 156** e-book downloads the employees

**2** hours for the family - action allowed employees to leave work earlier and spend the time with their families and friends

**70** people used the Veturilo station near Agora daily

## 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

## 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

## RESPONSIBILITY TOWARDS CLIENTS AND SUPPLIERS

Clients and users Agora Group's services in 2018

**18.9** MILLION

viewers visiting Helios cinemas \*

**1.1** MILLION

readers of Gazeta Wyborcza weekly (CCS) \*\*

**17.2** MILLION

users of Gazeta.pl group and Wyborcza.pl group services \*\*\*

**170.5** THOU.

number of digital subscriptions of Gazeta Wyborcza at the end of December 2018 \* \*

**15.5** THOU.

Premium subscriptions of Radio TOK FM at the end of December 2018 \*

\* Source: consolidated financial statements according to IFRS, 2018

\*\* Polish Readership Survey, conducted by Kantar MillwardBrown, I-IX 2018, N = 15 116, CCS (weekly readership index), report of Agora S.A.

\*\*\* Total coverage of all services from the group Wyborcza.pl and Gazeta.pl, November 2018. Data: Gemius/PBI, RU 17293098, PV 620203764; elaboration Agora S.A..

## EDUCATING THE INDUSTRY



| 100

participants of the conference launching Gazeta.pl LAB

## BUILDING RELATIONS WITH CUSTOMERS



| PLN 255 THOU.

from digital subscriptions of Gazeta Wyborcza donated to support social and environmental causes

| 100

attendees of the International Podcast Day



| 4.4 THOU.

screenings of 50 Polish film productions within 'Accessible Culture' programme



## 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)

Environmental impact in the Agora printing plants

57 188 [MG]

CO2 emissions saving in 2018

↑ 5 491 [MG]

yoy growth in CO2 emissions saving

55.5%

average share of recycled materials used in production

↑ 4.3PP

share increase of recycled materials used in production

17.1%

yoy decrease in paper loss in 2018

## SOCIAL IMPACT

| **130.5** THOU.

bees adopted in the sixth Adopt a Bee campaign Gazeta.pl and Greenpeace

| **12**

Hear Your City debates organised by Radio TOK FM

| **200**

projects in 'Bilet za horyzont' competition of Jutronauci project (by Gazeta Wyborcza)

| **300** THOU.

viewers attended 3 thou. screenings of over 200 films during 'Cinema to the point' (by Helios cinema)

| **700**

designs entered the 19th AMS Poster Gallery contest

| **8**

events of 8/10 Czerska Street Premiere Centre in 2018

| **141.9** THOU. PLN

collected by Agora Media the 26th Finale of Great Orchestra of Christmas Charity (WOŚP)

| **100**TH

anniversary of women's suffrage movement in Poland celebrate with 'Polka stulecia' poll

## CORPORATE GOVERNANCE

| **31** COMPANIES WERE INCLUDED IN THE 12TH RESPECT INDEX - AGORA S.A. SECOND TIME.



## 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

# AWARDS AND ACHIEVEMENTS OF AGORA GROUP IN 2018

## 13 AWARDS RECEIVED BY JOURNALISTS AND PHOTOGRAPHERS OF AGORA



Grand Press Economy



Teresa Torajska Prize



Mediator

## 12 AWARDS FOR PROJECTS, BRANDS AND COMPANIES OF AGORA GROUP



## 3 INMA GLOBAL MEDIA AWARDS



best cause-related PR project – winner Jutronauci (Tomorrownauts) – project of Gazeta Wyborcza

best brand or product debut, creating a new segment of users – 2nd Myk! award – Gazeta.pl

best use of video material – special mention Make Poland Great Again of Gazeta.pl

## 4 FILMS OF NEXT FILM AWARDED ON FILM FESTIVALS



Silver Lions in the 43th Festival of Polish Cinema in Gdynia



European Film Award



Polish Film Awards – EAGLES 2018



Polish Film Awards – EAGLES 2018

'BEST IR SERVICE' AND 'LEADER OF ONLINE COMMUNICATIONS' IN GOLDEN WEBSITE COMPETITION



RESPONSIBLE BUSINESS RECOGNITION



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