



ESG STATEMENT

We are responsible corporate citizens, and we recognize that as business advisors, CEEtax plays an important role in supporting the development of a sustainable and prosperous society. We are strongly connected to environmental, social, and governance issues. We consistently support building sustainable, equitable, healthy, and diverse communities through digital transformation and information technology solutions combined with strong environmental, social and governance performance. This commitment informs every aspect of our business, including how we advise clients, implement solutions, deal with our business associates, and collaborate with local and international business partners.

We are aware that ESG is more than a responsibility but is fundamental to our reputation and also serves as a critical differentiator.

ENVIRONMENTAL

Climate change is one of the most significant risks to our world. At CEEtax, we aim to embed environmental stewardship in what we do, aiming to minimise negative environmental impacts.

- We prioritise client initiatives and projects that are environmentally sound;
- We are actively involved as advisors and as investors in prominent renewable energy projects;
- We commute as much as possible by public transport and encourage home-working and virtual client meetings and conferences, to further reduce the need for travel;
- When we consider methods of operation and types of resources to use in our business, we carefully consider the effect on the environment; we support efforts to recycle plastics and minimise paper usage;
- We assist our clients and partners with implementing advanced methods and technologies to reduce adverse environmental impact and resource consumption. We have been at the forefront of the use of digital correspondence, digital archiving,

SOCIAL

Corporate social responsibility is at the core of our corporate values. At CEEtax, we encourage initiative and foster a culture of individual responsibility, believing that these qualities drive both personal and organizational success. We offer competitive compensation and are active in mentoring and training all individuals in our organisation.

We also recognize our wider responsibility towards society and are committed to making a positive impact. We make an effort to contribute to creating an ethical, responsible, and inclusive community. We embrace and value diversity in all forms, whether gender, age, ethnicity or cultural background. Through our initiatives, we strive to promote fairness, sustainability, and inclusivity in everything we do, ensuring that our business practices reflect our dedication to the well-being of society as a whole.

We are committed to providing a safe and supportive environment where everyone feels empowered to take ownership of their work, explore new ideas, and contribute meaningfully to our collective goals. Our team thrives on collaboration, mutual respect, and the assurance that each member's efforts are valued and supported every step of the way.

We promote individual growth by making our business an exciting and rewarding workplace for our partners and associates. As a result, the turnover of our employee/ associate turnover, in comparison to partners and competitors in our industry, is extremely low.

Some of our activities, and initiatives we support and are involved in include the following:

- We give lectures at local and international schools;
- We provide possibilities for internships, and our growing cohort of alumni interns includes people with British, Canadian, Chinese, Czech, Dutch, Japanese, and Lebanese nationality;
- We are actively involved with EU and US aid projects in Eastern European countries;
- We invest in and volunteer in board memberships of various non-profit organisations;
- We support refugees from Russia's war on Ukraine, and related causes;
- We make charitable donations to various cultural and social causes.

GOVERNANCE

We consider governance practices essential to creating and preserving value for all our stakeholders. These include a sound approach to corporate governance that aims in first instance to comply with all applicable laws, rules, regulations and policies and adhere to our corporate values and business principles.

Our CEEtax Corporate Code of Conduct reflects our unwavering commitment to conducting business ethically and with integrity and the highest standards of honest and ethical conduct. We are also subject to the various strict codes of conduct of the national and international professional organisations we are a member of.

Important concepts that we subscribe to are:

- Independence and Objectivity;
- Expertise and Experience;
- Ethical business practice;
- Privacy, Security and Confidentiality;
- Accountability and Transparency.

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