



CSR framework 2023

Clients & Markets department



January - December 2023

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**Our values guide our
day-to-day
behavior. Together
we want to inspire,
challenge and
empower our
people to make a
contribution to our
community,
For Better!**



Introduction

At KPMG Cyprus, our commitment to both our People and the society stands as a fundamental value. Our CSR agenda aims to inspire, challenge and empower our people's actions. We believe in behaving ethically, with courage and in doing the right thing.

Through a wide range of CSR activities, we aim to make meaningful contributions while promoting the values that drive our actions. We recognise the importance of giving to those in need, protecting our planet for future generations and respecting everyone's unique attributes. Our CSR framework is aligned with KPMG International's values and quality standards and is based on integrated strategic planning, which combines the current economic and business developments with specific CSR initiatives.

Meeting our responsibility comes in many forms. During 2023 we processed 24 donations to approved institutions and implemented 32 main CSR initiatives. Further, below we briefly analyse our most important initiatives, which are categorised in four different focus areas: education, health, environment and social inclusion.

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Everything we do at KPMG is about unlocking potential, whether it's for our clients, our people, our suppliers or wider society.

Education

Education is one of the most important drivers of social inclusion, well-being and economic growth. Our focus in supporting everyone's right in education is linked to our commitment of giving back to the society and helping people reach their full potential.

"Back to School Supplies for ALL children" campaign

Similarly to last year, KPMG in Cyprus, in collaboration with the Pancyprian Volunteerism Coordinative Council (PVCC), actively participated in the campaign "Back to School Supplies for ALL children". To support this year's campaign, relevant boxes were installed in our offices, with staff gathering large quantities of school essentials to support children coming from vulnerable families, so that they are fully equipped for the new school year.

KPMG in Cyprus scholarships with CIM

Within the framework of our strategic partnership with CIM, we offered one scholarship aiming to support a fellow citizen to acquire an academic degree. The scholarship was offered for the MBA Shipping programme.

KPMG in Cyprus attends Career Fairs at universities and schools

Our professionals attended various Career Fair events, both physical and virtual, presenting career opportunities within KPMG in Cyprus to students from diverse backgrounds and degrees. Our HR team communicated with potential candidates, informing people on our vacancies while highlighting the dynamic KPMG culture.

EYP events

At KPMG Cyprus, we're committed in empowering the next generation of leaders to build a better future for all. We were delighted to be the main sponsor of the 7th Youth Summit and the 17th National session organised by the European Youth Parliament in Cyprus.

Book donation to local Kindergarten

The KPMG Cyprus family donated books to the Ergates' Public Kindergarten to keep its library shelves filled. Investing in the education of our youth for a better future.

KPMG Global Cyber Day

As part of the KPMG Global initiative "KPMG Global Cyber Day", our local Cyber Team had the opportunity to present to various school students ways and techniques on how to safely navigate online.

School visits: Empowering careers and the society

Our people visited various schools in order to inform students about the services provided by our firm. These visits will help students in making informed decisions about their careers in the future.



Health

We believe we have a responsibility to support, care for and protect people with physical and mental health needs. Our aim is to deliver means that help protect vulnerable people –and to address these issues.

Blood donations

Blood donations were organised at our offices in Larnaca, Limassol, Paphos and Nicosia, for the support of the General Hospital and the Blood Bank of each town. We can only feel proud for our People for being loyal to our firm, our values and supporting local initiatives.

Race for the Cure 2023

For yet another year our People proudly participated at the Race for the Cure event organised by Europa Donna to support breast cancer patients in Europe and help breast cancer organisations and hospitals to collect funds and raise awareness.

KPMG in Cyprus sponsors mountain climber to raise funds for meningitis research

KPMG in Cyprus proudly supported Phivos Voscarides' success to climb Mount Kilimanjaro. Through his climb, Phivos raised awareness and funds from both individual and corporate sponsors for the Meningitis Research Foundation.

KPMG in Cyprus supports the Association of parents of visually impaired children

We financially supported the Association of parents of visually impaired children. The Association provides financial assistance to its members for activities, purchase of specialised study and handling equipment and medical treatments.

Poreia Christodoulas

Our People participated in the 48th Poreia Christodoulas which was held in Paphos, strengthening the work of the Cyprus Anti-Cancer Association.

Telethon 2023

We proudly supported Telethon 2023. Telethon is organised every year by the Cyprus Institute of Neurology and Genetics and the Cyprus Myopathic Association. It aims to financially support the Association of Myopaths and its patient members for a better level of care and upgrade of their quality of life.

Movember events

The KPMG Cyprus family got together for a cause: To change the face men's health! The MAN VAN pop-up barber shop made a stop at our Nicosia and Limassol premises and we raised awareness and funds for men's health issues. Our People embraced the Movember cause and we thank them all.

Engaging informative lectures on Men's Health were organised in our offices throughout November taking a proactive step towards a healthy and supportive environment for our male colleagues. It was a great opportunity not only to raise awareness but also to encourage open conversations about men's health and wellbeing.



Environment

A large wind turbine is the central focus of the image, set against a clear blue sky. The turbine's three blades are spread out, and its tall tower extends from the bottom right towards the center. At the base of the tower, a small silhouette of a person stands, providing a sense of scale. The overall color palette is dominated by various shades of blue, from light sky blue to deep navy blue.

We are investing in responsible energy use, educating and supporting our people in making sustainable decisions and adopt responsible consumption practices at work and at home.

ESG

KPMG professionals assist clients in fulfilling their purpose and achieving their ESG goals. KPMG firms' ESG services seek to go beyond strategy, as key part of a client's ESG transformation, reporting and assurance needs. With access to industry-leading experience, data-driven technology and global alliances, we turn insight into opportunity for businesses, people and our planet. Further, KPMG firms have committed to a multiyear investment program designed to embed ESG into the heart of everything we do, and ESG commitments were published in Our Impact Plan.

Beach cleanup

Every day, in ways big and small, we are trying to make a difference. A big thank you to our people for making our commitments towards a green environment a reality by cleaning the Karnagio beach in Limassol.

Photovoltaic Systems

As part of our commitment to sustainability and environmental responsibility, our company has recently implemented photovoltaic systems to significantly reduce our carbon footprint. This strategic initiative aligns seamlessly with our Environmental, Social, and Governance (ESG) goals, demonstrating our dedication to fostering a greener, more sustainable future. By harnessing solar energy, we are taking proactive steps towards achieving zero emissions while demonstrating our commitment to more environmentally eco-friendly practices.

Social inclusion

We want to improve the ability and opportunity on which disadvantaged individuals and groups take part in society.

Adopt a Family for Christmas and Easter

Within the framework of our Corporate Social Responsibility and in collaboration with the PVCC, similarly to last year's initiative, we took part in the Pancyprian campaign "Adopt a Family for Christmas and Easter". Our Firm donated "Love Packages" (everyday products and other essentials), to support families in need during the holidays. We are very grateful to our staff and volunteers who embraced this effort and prepared the packages.

Larnaca Marathon

We have placed corporate social responsibility at the heart of our actions. We were proud sponsors of the Radisson Blu Larnaca International Marathon.

Alkionides charity

We supported this charity which tries to support families and individuals in need by contributing to their medical expenses and other daily needs such as food, utility bills and education fees.

Association for the Prevention and Handling of Violence in the Family (ΣΠΑΒΟ)

We supported the Association for the Prevention and Handling of Violence in the Family (ΣΠΑΒΟ) to help abuse victims of domestic violence.

The Association provides information and support to battered women through counseling, information and raises awareness to competent authorities and citizens about the social phenomenon of domestic violence. It also provides theoretical and practical training to people who are interested in offering their services voluntarily.

Special Olympics

Our firm sponsors the Special Olympics Cyprus "Adopt an Athlete" grant program. The true spirit of Olympism is based on acceptance, respect, and diversity. Our firm supports actions aligned with those values. We proudly covered an athlete's participation expenses for 2023 Special Olympics World Summer Games.

World mental health day

Our People united and affirmed that mental health is a universal human right. Let's break social taboos, foster understanding, and create an environment of compassion and support. Together we can make a difference.

Kids day at our offices

The children of our employees visited our offices and took part in a range of engaging, stimulating, and enjoyable activities on our site. Our schedule involved a tour of all sections of our offices, meetings with our colleagues and partners, a thrilling treasure hunt, and more. At noon, the kids were treated to lunch at our cafeteria.

Radiomarathonios

In alignment with our core values and as part of our commitment to corporate social responsibility, we supported Radiomarathonios 2023. Volunteers from our firm had an active role at the on-road fundraising event, dedicated to support children in need.



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