

Our Impact Report

2024

[Kpmg.com/cy](https://kpmg.com/cy)

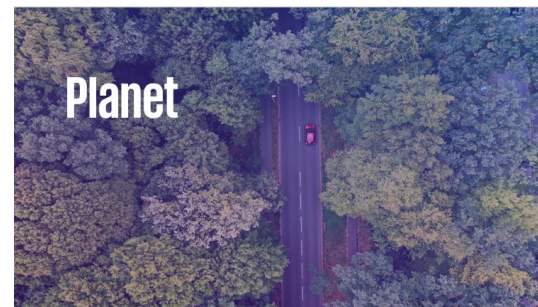
—

March 2025



Contents

A word from Our Managing Partner	03
Our 2024 Highlights	04
Our 2024 progress	05
<u>Governance</u>	06
<u>People</u>	13
<u>Planet</u>	24
<u>Prosperity</u>	31
KPMG Impact Strategy: Strategic pillars 2025-2027	48



A word from our Managing Director

At KPMG in Cyprus, we see sustainability not as an obligation, but as an opportunity—an opportunity to create meaningful impact, drive innovation, and build a company that thrives responsibly. As a business, we recognise that our success is deeply connected to the well-being of our planet, our people, and the communities we serve. That's why sustainability is embedded in everything we do; from the way we operate to the way we deliver value to our clients.

The world is changing, and businesses have a responsibility to adapt, evolve, and lead by example. KPMG is committed to doing just that. With two certified Green Offices, we are actively working to minimise our environmental footprint and set a precedent for responsible business practices. But our commitment goes beyond our offices. Through our extensive Corporate Social Responsibility (CSR) programs, we invest in initiatives that empower individuals, support local communities, and promote social and economic prosperity. We believe that by fostering a culture of responsibility and innovation, we can contribute to a more sustainable and inclusive future.

Good governance is at the heart of our sustainability efforts. We understand that strong leadership, ethical decision-making, and transparency are essential to fostering long-term resilience. Our Sustainability Working Group ensures that we remain accountable, adaptable, and aligned with global best practices in ESG (Environmental, Social, and Governance).

This report is a testament to our progress, our challenges, and our unwavering commitment to continuous improvement. It includes our targets and accomplishments for the year 2024, built on our four **Global strategic pillars, Governance, People, Planet and Prosperity**. While we celebrate our achievements, we also recognise that sustainability is an evolving journey—one that requires collaboration, innovation, and a shared vision for a better future. We are proud of what we have accomplished, and we are excited about what lies ahead.

This report not only reflects our journey—the milestones we have reached, the challenges we have faced, and the ambitions that continue to drive us forward—but also presents our impact strategy for the next three years. **We outline the actions we will take to enhance our sustainability efforts, ensuring that our commitment to good governance, the planet, people, and prosperity translates into long-term, measurable change.** While we take pride in what we have achieved, we know that sustainability is not a destination but a continuous pursuit of better solutions, stronger partnerships, and a future where businesses, people, and the environment can thrive together.

Together, with our employees, clients, and stakeholders, we will continue to push boundaries, embrace new opportunities, and create a legacy of sustainability that benefits future generations.

Christos V. Vasiliou

Managing Director

KPMG Limited



©2025 KPMG Limited, a Cyprus limited liability company and a member firm of the KPMG global organisation of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.



Our 2024 Highlights

Synesgy Certificate (Artemis Credit Bureau)

This certificate is issued to KPMG LIMITED by ICAP CRIF S.A. for participating in the ESG assessment through the Synesgy platform on 26 February 2025.



Giving back to the community

Incubator of Love/Θερμοκοιτίδα Αγάπης- KPMG Cyprus has sponsored part of the renovation of the Neonatal Intensive Care Unit of Makarios Hospital in collaboration with the Association of Friends of the Neonatal Intensive Care Unit.



Obtaining a Green Office certification for our largest offices



Nicosia



Limassol

Investors in People certifications



We invest in people silver certification



We invest in wellbeing certification

Our 2024 progress



Governance



Good governance: upholding integrity and transparency

What we believe in

Strong governance is the backbone of sustainable business success.

Ethical leadership, transparency, and accountability form the foundation of our operations, ensuring that we act responsibly in all aspects of our business. We are committed to maintaining the highest standards of integrity, fostering a culture of ethical decision-making, and upholding the trust of our employees, clients, and stakeholders.

Our governance framework is designed to prevent corruption, protect data privacy, promote whistleblowing protections, and reinforce independence in decision-making.



Through clear policies, continuous training, and a commitment to transparency, we drive responsible business practices that align with global best practices.

Highlights

Zero tolerance of bribery and corruption

100%

of required partners and employees completed the training course “**We do what is right**” which includes our Global Code of Conduct, our Values, Anti-bribery and the CARE-Ethical decision making framework in 2024.

Our leadership consists of

45

partners who are fully engaged in maintaining KPMG as the Clear Choice for our clients, our people and the society in general.

Our governance, leadership and structure

KPMG International's leadership, working with regional and KPMG firm leadership, plays a critical role in establishing our commitment to quality and the highest standards of professional excellence and ethics. A culture based on integrity, accountability, quality, objectivity, independence and ethics is essential in an organisation that carries out audits and other professional services on which stakeholders rely.

KPMG LLP is a Cyprus limited liability partnership and is part of the KPMG global organisation of professional services firms providing Audit, Tax, and Advisory services to a wide variety of public and private sector organisations. This structure is designed to support consistency of service quality and adherence to agreed values wherever KPMG member firms operate. Further detail on the legal and governance arrangements of the KPMG global organisation can be found in the 'Governance and leadership' section of the [KPMG International Transparency Report](#).

At KPMG, our Values lie at the heart of the way we do things. To do the right thing, the right way. They form the foundation of a resilient culture ready to meet challenge with integrity, so we never lose sight of our principal responsibility to serve the public interest. And they propel us forward — through our work and the example we set — as we inspire confidence and empower change throughout the world.

What we do matters

We are committed to the highest standards of personal and professional behaviour in everything we do. Ethics and integrity are core to who we are and within our Global Code of Conduct, we outline the responsibilities all KPMG people have to each other, our clients and the public. It shows how our Values and Purpose inspire our greatest aspirations and guide all of our behaviours and actions. It defines what it means to work at and be part of the KPMG organisation, as well as our individual and collective responsibilities.

Everyone at KPMG can expect to be held accountable for their behaviour consistent with the Code and is required to confirm their compliance with it. Individuals are strongly encouraged to speak up if they see something that makes them uncomfortable or that is not in compliance with the Code or our Values. Everyone at KPMG is required to report any activity that could potentially be illegal or in violation of our Values, KPMG policies, applicable laws, regulations or professional standards.

To safeguard this principle of holding each other accountable, each KPMG firm has agreed to establish, communicate and maintain clearly defined channels to allow KPMG personnel and third parties to make inquiries about, raise concerns in relation to, provide feedback on and notify reportable matters, without fear of reprisal, in accordance with applicable laws or regulations.

Our governance, leadership and structure

The Audit, Tax and Advisory functions – Function Heads

The three heads of the client service functions (Audit, Tax and Advisory) are accountable to the Managing Director for the quality of service delivered in their respective functions. They are responsible for the execution of the risk management and quality management procedures for their specific functions within the framework set by the Risk Management Partner. These procedures make it clear that, at the engagement-level, risk management and quality management is ultimately the responsibility of all professionals in the firm.

The Board

The Chairman chairs the Board ensuring that the Board members receive accurate, timely and clear information and ensuring effective communication and relationships with the members at large. The current chairman Michael Antoniadis and Managing Partner Christos Vasiliou were appointed on 1 January 2022 following a competitive election campaign and confidential vote of the members. The principal governance and oversight body of our firm is the Board of Directors which is also responsible for our long-term growth and sustainability, monitoring performance against our business plan and protecting and enhancing the KPMG brand.

The Board consists of 45 members, including the Chairman, the Managing Director and 43 additional members. The constitution of the Board is as determined by the KPMG Partnership Agreement.

The Executive Committee deals with key aspects of governance and reports to the Board. Details about the role and responsibilities of the Executive Committee are set out below.

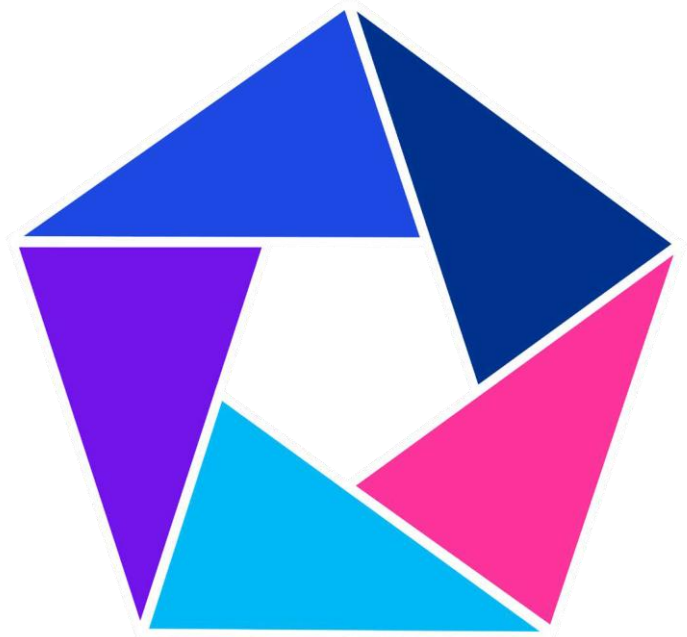
The Executive Committee

The Executive Committee is responsible for management of the day-to-day activities of the firm, recommending policy to the Board and developing the business plan within the overall strategy set by the Board, together with its subsequent implementation. It deals with operational matters affecting the firm including monitoring operating and financial performance, budgets, new business proposals, marketing, technology development, recruitment and retention and general remuneration, prioritisation and allocation of resources and investment and managing the firm's risk profile.

The Executive Committee members are all partners in our firm and are appointed by the Board of Directors.

Our values

Our values are the foundation of every decision we make, and every achievement we celebrate. They are the foundation for an open and inclusive workplace in which every individual operates to the highest ethical standards-even when under pressure. Our values are core to who we are as a firm and help us achieve our purpose.



Integrity

We do what is right.

Together

We respect each other and find strength in our differences.

Excellence

We never stop learning and improving.

For Better

We do what matters.

Courage

We think and act boldly.

Our Commitment to Good Governance



1. Integrity and Ethical Conduct

We uphold the highest standards of integrity in all aspects of our business. Our **Code of Conduct** serves as a guiding framework for employees and leadership, outlining ethical expectations and ensuring compliance with laws and regulations. This includes:

- A zero-tolerance policy for unethical behaviour, conflicts of interest, and financial misconduct.
- Mandatory ethics training for employees and leadership to reinforce our corporate values.
- Regular reviews and updates to our ethical policies to align with evolving best practices.

2. Anti-Corruption and Bribery Prevention

We have zero tolerance of bribery and corruption. All KPMG firms' partners and employees are required to take training covering compliance with laws, regulations and professional standards relating to anti-bribery and corruption, including the reporting of suspected or actual non-compliance. Our **Anti-Bribery and Corruption Policy** outlines:

- Strict guidelines prohibiting bribery, facilitation payments, and any form of corruption.
- Due diligence procedures for third-party vendors and business partners to ensure compliance.
- Confidential reporting mechanisms for employees to raise concerns regarding unethical practices.

3. Transparency and Accountability

We are committed to full transparency in our operations, financial reporting, and decision-making processes. As part of this commitment, we publish an **annual Transparency Report**, providing stakeholders with clear insights into our governance practices, financial disclosures, and sustainability performance. This ensures accountability and reinforces trust in our operations.

Our Commitment to Good Governance

4. Whistleblowing and Reporting Mechanisms

Encouraging employees to speak up is vital to maintaining ethical business practices. Our **Whistleblowing Policy** provides:

- A secure and anonymous reporting system for employees to report concerns without fear of retaliation.
- Clear procedures for investigating and addressing reported issues promptly and fairly.
- Protection for whistleblowers to ensure a safe and supportive workplace environment.

5. Data Privacy and Security

With the increasing reliance on digital systems, we prioritise the protection of personal and business data. We have policies on information security, confidentiality, personal information and data privacy. We have a document retention policy concerning the retention period for audit documentation and other records relevant to an engagement in accordance with applicable laws, regulations, and professional standards.

KPMG provides training on confidentiality, information protection and data privacy requirements to all KPMG personnel annually.

6. Independence in Audit, Advisory, and Tax Services

Maintaining independence is critical to ensuring the credibility and objectivity of our audit, advisory, and tax services. We adhere to strict ethical and regulatory standards to prevent conflicts of interest and preserve impartiality in our work.

Our audit teams operate independently from advisory functions, ensuring unbiased financial reporting, while our tax services remain compliance-driven and free from external influence. By implementing clear policies, conducting regular independence assessments, and aligning with international regulations, we uphold professional integrity and reinforce the trust our clients place in us.





People

Creating a caring, inclusive, Purpose-led and Values-driven culture



At KPMG in Cyprus we believe that our people are our greatest asset. Our commitment to fostering a caring, inclusive, and purpose-driven culture is central to everything we do.

We aim to create a workplace where every employee feels valued, supported, and empowered to reach their full potential.

Through continuous education, inclusion and access to equal opportunity initiatives, and a strong focus on employee well-being, we strive to build an environment that nurtures both professional and personal growth.

Highlights

Investors in People and Wellbeing

certifications for KPMG Cyprus in 2024

>500

KPMG people attended the NutriMe health campaign organised in 2024



Equal managerial positions (Principal, Senior manager & Manager) between men and women

Our People priorities

Learning for Growth and Excellence

At KPMG Cyprus, we foster a culture of continuous learning, ensuring that employees at all levels have the resources and opportunities to grow. We offer structured learning programs, workshops, and leadership development initiatives designed to enhance professional skills and career advancement.

Employees are encouraged to obtain professional certifications, attend industry conferences, and engage in knowledge-sharing within teams. Digital learning tools and mentorship programs further support career progression, creating an environment where lifelong learning is not just encouraged but embedded in our culture.

We are committed to lifelong learning and professional growth for employees at all levels.

Our approach includes:

- Providing structured learning programs, workshops, and leadership development initiatives.
- Supporting employees in obtaining professional certifications and attending industry conferences.
- Encouraging knowledge-sharing and mentorship within teams to foster career progression.
- Offering digital learning tools and resources to ensure continuous skill development.

KPMG's Learning and Development initiatives are designed to drive growth and excellence by offering a diverse range of training opportunities tailored to the needs of all departments.

Through innovative tools and technology, we provide interactive face-to-face sessions and workshops, as well as engaging online learning experiences, ensuring employees have access to the knowledge and skills they need to succeed.

By continuously analysing learning needs, we equip teams with both technical expertise and essential soft skills, empowering them to perform at their best.

Our commitment to professional development fosters a culture of continuous learning, collaboration, and success.



Learning for Growth and Excellence

Building Skills Across All Departments

We are continuously developing new training programs and workshops tailored to meet the diverse needs of professionals at all levels across the firm.

By designing targeted learning experiences, we ensure that every discipline is equipped with the skills and knowledge necessary to thrive in today's dynamic business environment.

Some of our latest additions include the following trainings:

- Advanced Supervisory skills
- New Manager Milestone Event – Gold level Award, “1.1 Excellence in Leadership Development”
- Navigating Leadership Excellence for Principals
- Elevating Partners to Lead with Impact

More than

500 people
trained

60+
workshops &
seminars

120+
facilitators

88% is the average **rate of satisfaction** for our training courses

Technical

83%

Soft Skills

17%

Hybrid/Webinars

24%

Driving Growth Through Learning Processes

Our Learning and Development processes are designed to create meaningful learning experiences that support professional growth and business success.

- **Training Needs Analysis** - Identifying skill gaps and training needs to develop targeted learning solutions for employee growth.
- **Learning Maps** - Outlining clear development pathways to help employees build skills and advance in their careers.

Learning for Growth and Excellence

Our Range of Training Solutions for Success

At KPMG, we are committed to empowering our employees by investing in a wide range of learning platforms and resources. Beyond just providing access to cutting-edge technology, we focus on continuous development, ensuring that our teams have the tools, knowledge, and skills they need to succeed at every stage of their career. This investment in learning drives both individual growth and organisational success.

- The **Global Learning Management System (GLMS)** allows the hosting and access of globally & locally designed e-Learning solutions .
- **Kaltura** is a modern and scalable virtual classroom tool tailored for delivering trainings with integrated tools and reporting
- **Pluralsight** is a leading provider of digital and data e-Learning that helps businesses and individuals adjust to advanced technology.
- **Coursera** is one of the most popular online learning platforms, offering a wide range of courses, short certificate programs and even online master's degrees
- **Degreed** is a lifelong learning platform that you can use to drive your own learning journey, discover learning content, build skills, and track your progress.
- **Learning Bites** – are bi-monthly emails, sent by the L&D department, focusing on several areas, subjects and topics, to enhance the knowledge of our people, give them ideas, highlight important steps and inform them about current research and trends. We are members of the Oxford Review and the Harvard Business Review.
- **Culture Wizard** is a learning solution offering cultural awareness e-learning courses that helps you understand working on multicultural teams and prepares you to make the most of the time spent living and working abroad.



Internal Coaching Service

Beyond providing a variety of learning tools, we empower our employees through high-quality coaching.

Led by certified professionals, our coaching service offers personalised support to help individuals overcome challenges, refine their skills, and grow in their careers.

By fostering a culture of continuous development, we ensure our people have the guidance and confidence to reach their full potential.

Health & Wellbeing

Investors in People

Investors in People is a community interest company and an agent of change, calling for a movement that puts people first – for the benefit of every person in every workplace, increased productivity across organisations, and a stronger, healthier and happier society.

We invest in people

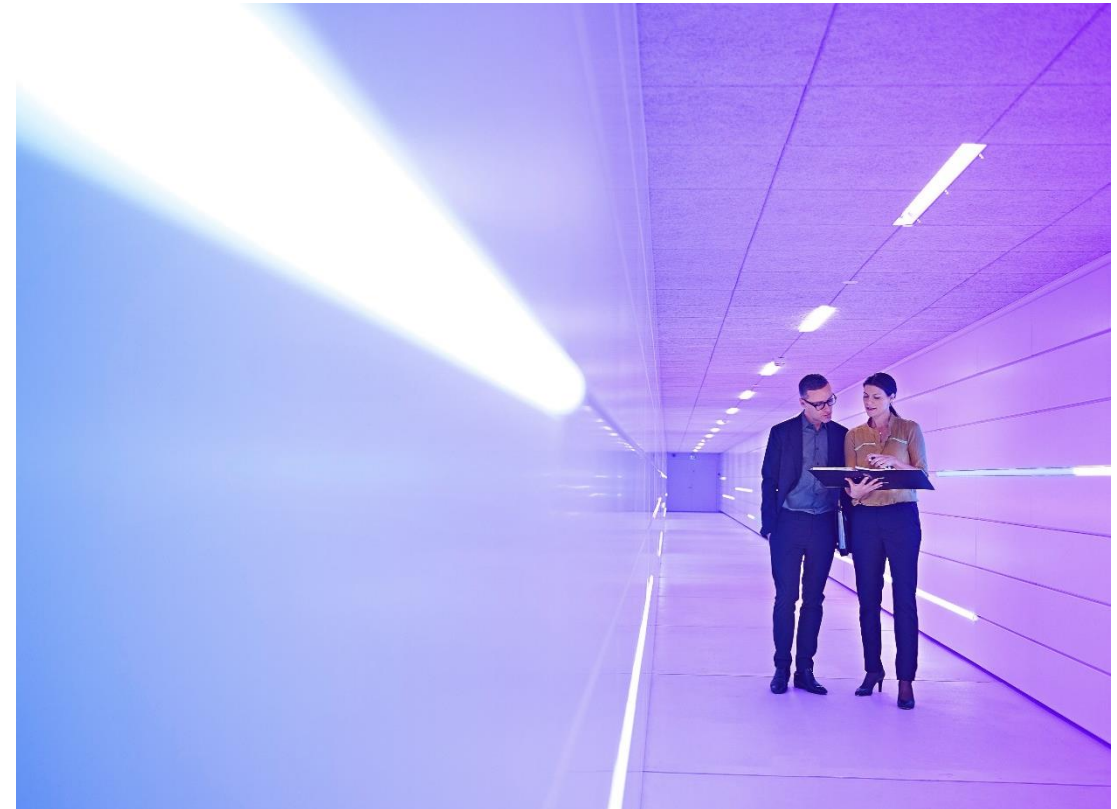
The connection between people and success is undeniably strong, serving as a crucial factor in achieving your goals. High-performing organisations thrive on the right balance of talent, motivation, and strategic leadership, driving sustainable growth and excellence.

KPMG in Cyprus has renewed the **We invest in people Silver certification** in 2024 which means that the right principles are in place but more than that, it means we are making active efforts to make sure we are consistent and that everyone in the organisation feels the impact! The accreditation was received back in 2012 and has ever since been renewed successfully.

We invest in wellbeing

Prioritising employee health and well-being benefits both individuals and the organisation. When people feel happy and healthy, they are more engaged, motivated, and productive—key drivers of long-term success.

In 2024, KPMG in Cyprus has also obtained for the very first time the **We invest in Wellbeing certification** proving that we've got all the right principles in place and that we have developed a good wellbeing strategy that is supported by our people.



Health & Wellbeing

The well-being of our employees is a top priority, and we take a holistic approach to supporting both their physical and mental health. We offer a range of wellness programs, including access to fitness incentives, mental health resources, and confidential counselling. Our in-house occupational psychologist provides professional support to employees, helping them navigate work-related challenges, manage stress, and maintain a healthy work-life balance.

Flexible working arrangements further enhance employee well-being, allowing for greater autonomy and adaptability. Regular well-being workshops and mindfulness initiatives are integrated into our culture to foster resilience, reduce stress, and create an environment where employees feel supported in every aspect of their professional and personal lives.



NutriMe campaign:

Nutrition isn't about eating. It is a long-term lifestyle change! At KPMG in Cyprus, we are committed to promoting well-being by providing education and practical tools to help our people maintain their physical, mental health and achieving a balanced life.

Our 5-month NutriMe Campaign was driven by insights from our Occupational Doctor's report and valuable feedback from our people through the Global People Survey and well-being survey comments.

It highly contributes to: Increased Energy Levels, enhanced concentration and improved mood and stress management. More than 500 KPMGers attended workshops and webinars, and over 100 people benefited from private consultations with a Clinical Dietician.

Work – Life Balance training – 4 July & 2 October

The year 2024 saw us focus intensively on improving Work-Life Balance, addressing root causes of overwork and stress, and providing our people with the tools and opportunities to achieve greater harmony between their personal and professional lives.

To support our people in managing professional responsibilities alongside personal commitments, we organised a Work-Life Balance Training designed to provide practical strategies for maintaining equilibrium in a fast-paced work environment. During the session, participants explored time management and stress reduction techniques, and methods for setting healthy boundaries between work and personal life. The training also emphasised the importance of flexibility, mental well-being, and self-care, equipping employees with actionable insights to enhance both their professional performance and personal fulfilment.



Health & Wellbeing

Wellbeing webinars:

KPMG held a series of informative webinars focusing on skincare, fertility and mental health for the importance of holistic health and well-being.

March Wellbeing Webinars



Mastering Skincare for Busy Professionals

Date: Friday,
08/03/2024
Time: 1 pm – 2 pm
Platform: Microsoft Teams

Discover effortless skincare solutions for busy professionals! Our exclusive webinar led by skincare experts offers practical **morning and evening routines**, rejuvenating **face yoga techniques**, and **real-time demonstrations** to achieve radiant skin – all tailored to fit seamlessly into your busy lifestyle. Suitable for both men and women, say goodbye to skincare stress and hello to glowing complexion.



Fertility Preservation Options for Women & Men

Date: Thursday,
28/03/2024
Time: 4 pm – 5 pm
Platform: Microsoft Teams

Recognizing the importance of providing comprehensive information on fertility preservation options, we are happy to host an expert-led webinar that will shed light on the **benefits, processes, and considerations associated with egg and sperm freezing**. Whether you are actively considering fertility preservation or simply exploring your options for the future, this webinar aims to provide valuable insights.

Mastering skincare for busy professionals Webinar

We understand that maintaining healthy skin can be challenging for professionals with demanding schedules. That's why we hosted an exclusive skincare webinar led by industry experts, offering practical tips on morning and evening skincare routines, face yoga techniques, and real-time demonstrations to achieve a radiant complexion.

Designed for both men and women and with almost 200 KPMGers attending, this session provided easy-to-follow, time-efficient solutions to help attendees integrate effective skincare into their daily lives—because glowing skin shouldn't be stressful.

Fertility Preservation Options Webinar

We dedicated time to educate and empower both men and women on reproductive health and family planning because we strongly believe in informed decision-making when it comes to reproductive health. To support our employees and the broader community, we recently hosted an expert-led webinar on **fertility preservation options**, covering key topics such as **egg and sperm freezing, medical considerations, and available treatments**.

The session provided valuable insights into the **benefits, processes, and factors to consider**, empowering attendees with the knowledge needed to explore their options confidently.

Navigating Men's Mental Health Webinar

We hosted this empowering webinar dedicated to opening up the conversation on men's mental health. During this session, we explored the unique challenges men face, broke down stigmas, and shared practical tools for resilience and well-being.

Whether it was for ourselves, a friend, or a loved one, we discovered how we can foster stronger minds and healthier lives together.



Examples of stigma & stereotypes

Which of the following are examples of stigma and which are examples of stereotypes?

- ☐ You should men up.
- ☐ You should act manly.
- ☐ Men with depression are crazy.



Health & Wellbeing



Flexible working hours

Hybrid working model

We recognise that flexibility plays a key role in well-being, which is why we have embraced a hybrid working model that balances remote work with in-person collaboration. Our hybrid working model ensures that teams can benefit from face-to-face interactions, knowledge-sharing, and a strong sense of community while also maintaining the flexibility to work remotely when needed. This approach fosters productivity, innovation, and well-being by allowing employees to structure their work in a way that supports both professional success and personal needs.

Flex-Fridays

KPMG has implemented a Flex-Fridays scheme for the past three years for the months of July and August. This initiative, recognises that we are a diverse functional firm and supports our belief that people with high levels of wellbeing exhibit greater productivity in the workplace and more effective learning. Flex Fridays give our staff the freedom to optimise their own work-life balance. It allows our people to choose how they would like to manage their time and decide upon their own working schedule whilst we continue serving our clients without disruption during weekdays.

Flexible lunch hours

Recognising the different ways in which our people operate and design their day-to-day life at work, we have extended our lunch break hours between 13:00 to 14:30. The “Flex-Lunch Break”, gives our people the opportunity to adjust their breaks according to their individual needs, from a minimum of 1 hour to a maximum of 1,5 hours.

Inclusion and access to equal opportunity

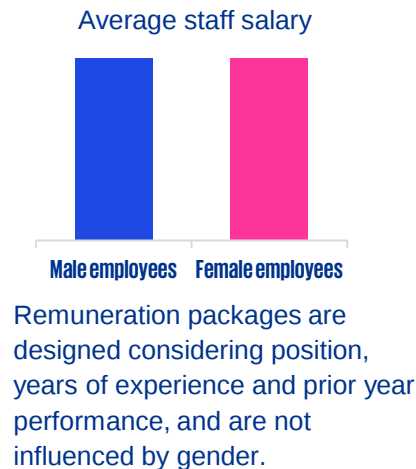
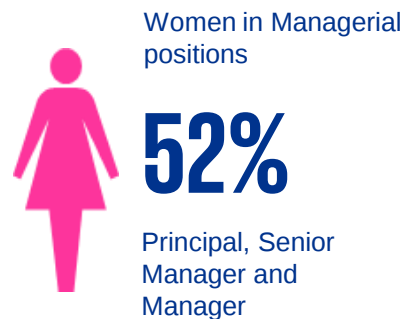
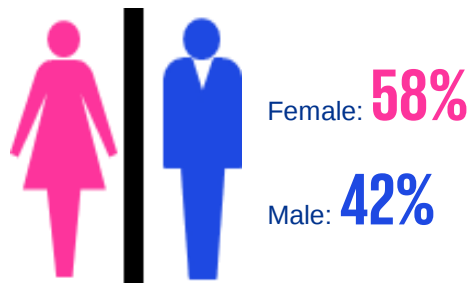
An inclusive and diverse workplace is fundamental to our success. We are committed to fair and equitable hiring and promotion practices that provide equal opportunities for all employees. To build an environment of belonging, we implement training programs on unconscious bias and inclusive leadership, ensuring that every voice is heard and valued.

We continuously evaluate and improve our policies to ensure that equity and inclusivity remain central to our operations. An inclusive workplace is a stronger workplace.

We prioritise inclusion and access to equal opportunity by:

- Implementing fair and equitable hiring and promotion practices.
- Providing training programs to raise awareness of unconscious bias and inclusive leadership.
- Continuously evaluating and improving workplace policies to ensure equal opportunities for all.

Our key metrics:



Nationalities
(excluding Cypriot):



We are proud to announce that in 2024, we achieved a gender ratio of 58% female and 42% male. At the Management Level, we are continuing to progress towards equality, with the percentage of women at this level steadily increasing. KPMG is committed to work towards eliminating any form of gender inequality within the Company and maintaining fairness and equality in the organisation.

Health and safety

Ensuring a Secure and Well-Managed Workplace

At KPMG Cyprus, the health and safety of our employees is a fundamental priority. We are committed to providing a secure, well-organised, and compliant work environment, ensuring that all employees can perform their roles safely and efficiently. Through comprehensive policies, structured procedures, and dedicated Health and Safety Committees, we actively manage workplace risks and promote a culture of awareness, preparedness, and responsibility.

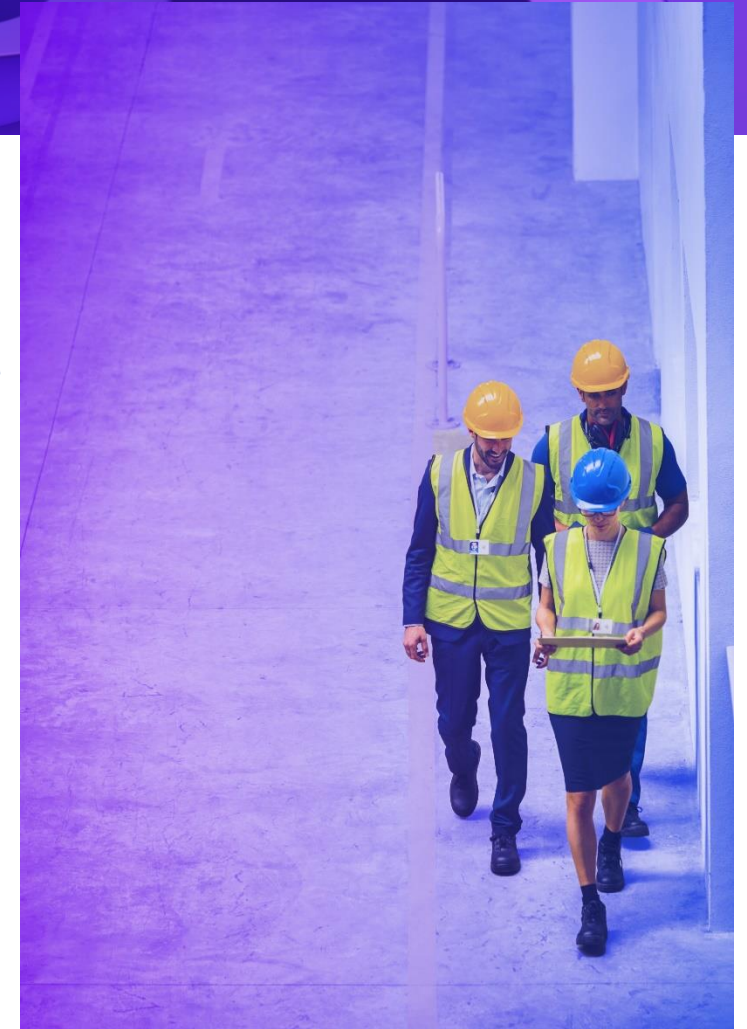
Our Health and Safety Policy outlines clear guidelines for maintaining a safe work environment, covering everything from office security measures and access management to emergency response protocols. Each of our office locations has a dedicated Health and Safety Committee, responsible for monitoring compliance, identifying potential risks, and implementing safety enhancements. These committees ensure that all employees receive the necessary training and guidance to follow best practices in workplace safety. We also have dedicated representatives in every office for first aid, building evacuators and fire safety who are regularly trained.

To uphold the highest standards, we conduct regular internal audits coordinated by our Health and Safety Officer, as well as external audits to ensure compliance with national and international health and safety regulations. These audits help us continuously assess workplace conditions, improve our safety measures, and maintain a proactive approach to risk management.

We also emphasise good office conduct and workspace organisation, ensuring that employees maintain clean desk policies to protect sensitive information and create a clutter-free, productive environment. Access management policies regulate entry to our offices, reinforcing security and maintaining controlled workspaces.

Emergency preparedness is a key component of our approach, with established fire safety, evacuation, and earthquake response procedures in place across all office locations. Regular drills and training sessions equip employees with the knowledge and confidence to respond effectively in the event of an emergency, ensuring the safety of everyone in the workplace.

By integrating proactive risk management, structured safety policies, regular audits, and ongoing employee engagement, we foster a workplace that prioritises health, security, and well-being. Our commitment to safety extends beyond compliance—it is embedded in our culture, ensuring that every employee feels protected and supported in their work environment.



Planet



Our approach to Environmental Stewardship

Our environmental priorities

Our Environmental Commitments and Performance

At KPMG in Cyprus we recognise the urgent need to take action against climate change, manage climate-related risks, and protect nature and biodiversity.

Our sustainability strategy is built on measurable commitments to decarbonisation, climate risk management, and ecosystem protection.

By continuously improving our environmental performance, investing in innovative solutions, and fostering a culture of responsibility, we are driving meaningful change within our industry and beyond.

This section outlines our progress, key data points, and ambitious targets that reflect our commitment to a more sustainable future.

Through collaboration with our employees, clients, and stakeholders, we are making strategic investments to reduce our carbon footprint, increase climate resilience, and safeguard natural ecosystems.



Increase recycling rates and minimise waste generation



Reduce Paper Usage across all offices



Measure, report and set targets for our GHG emissions

Highlights

Set strategic targets for reducing our GHG emissions



Installed photovoltaics in our largest offices



Obtained a Green Office certification for our largest offices

Our approach to Environmental Stewardship

Our Commitment to reducing our footprint

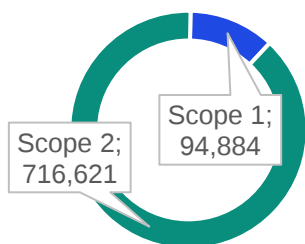
Reducing our carbon footprint is a core pillar of our sustainability strategy. We recognise the urgency of mitigating climate change and are committed to making tangible reductions in our greenhouse gas emissions. Our decarbonisation efforts align with global climate goals and industry best practices to contribute to a low-carbon future.

From transitioning to renewable energy sources in our largest offices, and improving operational efficiencies to reducing our GHG emissions, every aspect of our business is being examined for ways to reduce its environmental impact.

We believe that collective action is essential to achieving a low-carbon economy. By collaborating with our stakeholders—employees, suppliers, and clients—we are driving industry-wide change and contributing to a more sustainable future.



Our key metrics:



Our GHG emissions data

■ Scope 1 ■ Scope 2

Our 2024 GHG emissions data

Scope 1: 94,884 tCO₂e
Scope 2: 716,621 tCO₂e



Paper Recycling (in kg)

■ 2023 ■ 2024

Increase in paper recycling

2023: 36.300kg
2024: 44.859kg

Our environmental performance

Reduce Paper Usage

We have optimised our procedures and embraced digital solutions to significantly minimise paper usage in our offices. By leveraging virtual meetings and training sessions, we have reduced the need for printed materials while ensuring seamless collaboration. Internal approvals and document workflows have also transitioned to digital platforms, eliminating the necessity for physical copies and improving operational efficiency. Additionally, our flexible working model has further supported this shift by reducing in-office resource consumption.

In 2024, we ordered 815 boxes of paper (across all our offices), which represented a 42% reduction from 2021.

These initiatives reflect our commitment to sustainability, reinforcing our efforts to create an environmentally responsible and forward-thinking workplace.

Recycling and waste management

We are committed to reducing waste and promoting a circular economy within our offices. Through dedicated paper and PMD (plastic, metal, and drink carton) recycling programs, we actively work to minimise our environmental footprint. Employees are encouraged to engage in responsible waste disposal practices, and we continuously seek opportunities to enhance our recycling initiatives. In 2024 we have recycled 44.859kg paper.

By fostering a culture of sustainability, we aim to drive long-term behavioural change that benefits both our business and the environment.

Environmentally Friendly Cleaning Practices

Ensuring a safe and sustainable work environment extends beyond waste management and emissions reduction. At KPMG Cyprus, we have transitioned to using environmentally friendly, non-toxic cleaning supplies in all our offices. By prioritising products that minimise chemical exposure and reduce environmental harm, we are protecting both our employees' health and the ecosystems surrounding our operations.

Our commitment to safer, greener cleaning solutions aligns with our broader sustainability goals, reinforcing our dedication to responsible business practices.



©2025 KPMG Limited, a Cyprus limited liability company and a member firm of the KPMG global organisation of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.



2024 Environmental initiatives

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.

Our Global impact plan



Our Global Impact Plan is KPMG's commitment to measuring and delivering progress on sustainability and social responsibility.

By following key global frameworks like the UN Global Compact and GRI, we ensure transparency and accountability.

We've reduced our gross emissions by 22% and significantly increased our renewable energy usage.

Through our 10by30 initiative, we've empowered 1 million disadvantaged young people, and women now represent nearly 30% of leadership roles. With over US\$4 billion invested in technology, talent, and ESG, we remain focused on driving innovation for a better future.

Earth day – 22 April



Earth Day is an annual celebration that honours the achievements of the environmental movement and raises awareness of the need to protect Earth's natural resources for future generations

At KPMG in Cyprus, we proudly support Earth Day by promoting sustainability and environmental responsibility.

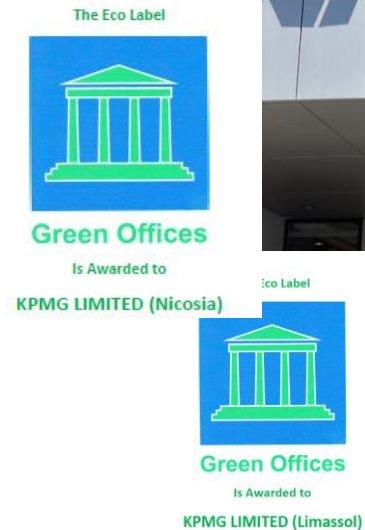
Through various initiatives and activities, we are committed to reducing our environmental footprint and contributing to a healthier planet for future generations.

2024 Environmental initiatives

Green certification for our largest offices

We are proud to announce that our Nicosia and Limassol offices have been awarded the Green Office Certification by CYMEPA.

This achievement highlights our commitment to sustainable practices and environmental responsibility, setting a benchmark for eco-friendly office environments.



ICPAC/ACCA Sustainability Conference – 7 June



Kypros Christofides, Board Member and ESG Assurance Leader, shared his expertise on ESG assurance at the ICPAC/ACCA Sustainability Conference 2024.

The event was organised by the Education Committee of the Institute of Certified Public Accountants of Cyprus (ICPAC).

Mr. Christofides highlighted the importance of ESG assurance in today's business landscape, emphasising leading practices and emerging trends in the field.

2024 Environmental initiatives

World Oceans day – 8 June



World Oceans Day reminds every one of the major role the oceans have in everyday life. They are the lungs of our Planet and a major source of food and medicine and a critical part of the biosphere.

At KPMG in Cyprus, we support World Oceans Day by actively promoting ocean conservation and sustainability.

Through awareness campaigns and community initiatives, we strive to protect marine ecosystems and foster a deeper understanding of the importance of our oceans for future generations.

Environmental day – 5 June

World Environment Day (WED) is celebrated annually on 5 June and encourages awareness and action for the protection of the environment. It is supported by many non-governmental organisations, businesses, government entities, and represents the primary United Nations outreach day supporting the environment.

At KPMG in Cyprus, we recognise Environmental Day by championing sustainability and environmental stewardship.



We engage in various initiatives that promote eco-friendly practices, raise awareness about environmental issues, and encourage our team and the community to take action toward a more sustainable future.

Prosperity



Creating Positive Social and Economic Impact

Our Commitment to Community Development

We recognise that long-term prosperity is not just about business success—it's about making a meaningful impact on the communities we serve. Through targeted education programs, healthcare support, financial contributions, and active employee volunteering, we strive to uplift and empower individuals, ensuring that prosperity is shared and sustainable.

By investing in initiatives that enhance knowledge, well-being, and community resilience, we align our business values with tangible, positive change.

Highlights

35+

Events and initiatives organised in 2024 for creating positive and social and economic impact

21 CSR activities
amounting to over

€16,000
in sponsorship

23
Internally organised donations
collecting over

€8,000



Education and lifelong learning



We believe that education is one of the most powerful tools for driving societal progress. That's why we have established various programs that provide students and young professionals with access to learning opportunities that can shape their future. Our initiatives include partnerships with schools and universities to offer mentorship, internship placements, and specialised workshops that equip young learners with essential skills for the modern workforce.

Additionally, we support scholarship programs and digital literacy training, ensuring that education remains accessible to all, regardless of socioeconomic background. By fostering a culture of knowledge-sharing, we are helping to shape the next generation of professionals and leaders.

“Back to School Supplies for ALL children” campaign

At KPMG Cyprus, we remain committed to our mission of giving back to the community. We are grateful for our people, who once again wholeheartedly supported in September 2024, the initiative of the Pancyprrian Volunteerism Coordinative Council (PVCC).

Corporate Social Responsibility is a cornerstone of our corporate philosophy. Every year, we implement actions that have a meaningful impact on society, with a particular focus on supporting socially vulnerable groups.

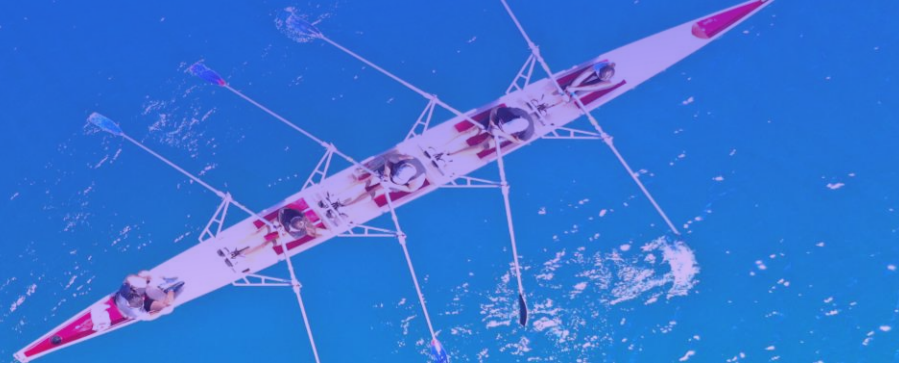
As in previous years, KPMG Cyprus, in collaboration with the Pancyprrian Volunteerism Coordinative Council (PVCC), actively participated in the campaign "Back to School Supplies for ALL children," organised by the PVCC. This year, special collection boxes were placed in our offices, where our staff eagerly gathered essential school supplies, offering a helping hand to students who need it most.



KPMG in Cyprus attends Career Fairs at universities and schools

Our professionals participated in various career fairs, both in-person and virtual, presenting career opportunities within KPMG in Cyprus to students from diverse backgrounds and fields of study. Our HR team engaged with potential candidates, providing information about our vacancies and showcasing the vibrant culture at KPMG.

Education and lifelong learning



EYP events

At KPMG in Cyprus, we are committed to empowering the next generation of leaders to shape a better future for all. As the main sponsor of this year's Youth Summit and National Session, organised by the European Youth Parliament in Cyprus, we were proud to support an initiative that reflects our values of innovation and social responsibility.

Our professionals shared their expertise on key topics such as leadership, sustainability, and digital transformation through workshops and discussions.

By engaging with the talented youth, we helped foster critical thinking and inspire positive change, believing that nurturing young leaders is essential to building a brighter future.



AI workshop

George Constantinou and Michalis Chrysostomou, Technology Consulting, delivered a practical and at the same time exciting workshop on the side of the AI in Fintech Hackathon by IT Quarter.

The workshop not only fostered creativity and collaboration among the attendees but also emphasised the importance of ethical considerations in AI deployment.

By blending practical knowledge with an interactive approach, George and Michalis inspired participants to think critically about the future of fintech and the role AI will play in shaping it.

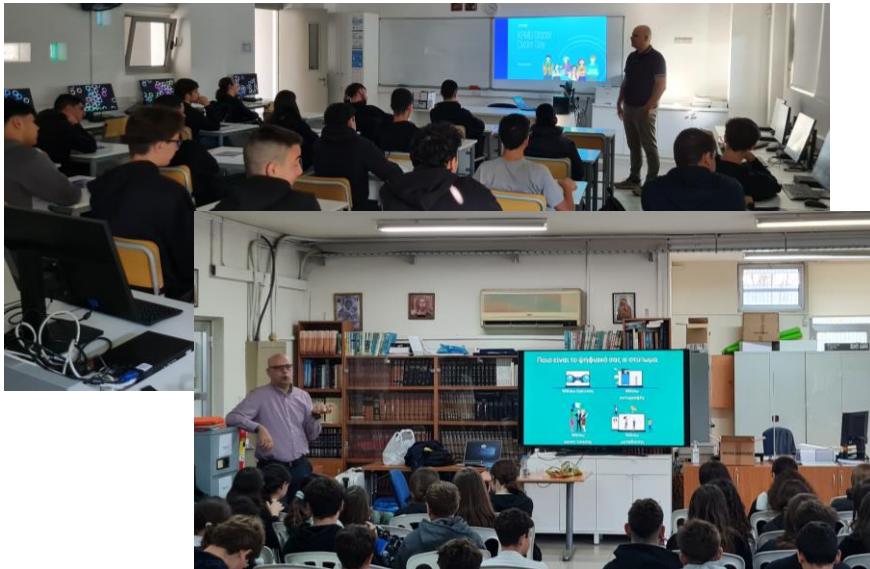
Education and lifelong learning



School visits: Empowering careers and the society

Our people visited various schools to inform students about the services provided by our firm, discussing our core values and commitment to corporate social responsibility. We highlighted how KPMG in Cyprus contributes to the wider society through innovation, ethical practices, and sustainable development. In these presentations, we emphasised the importance of values in shaping our work culture and community engagement, inspiring students to consider how their future careers can align with meaningful contributions to society.

These visits will help students make informed decisions about their career paths, encouraging them to pursue professions that fulfill their ambitions while positively impacting their communities. By empowering young minds with knowledge and values, we aim to nurture the next generation of leaders who will drive positive change in the world.



KPMG Global Cyber Day – 10 October

Keeping organisations secure depends on helping everyone to be cyber smart. And that starts with our young people. With 33% of internet users under 18, it's imperative that we educate them on staying safe online. As part of the global initiative “KPMG Global Cyber Day,” our local Cyber Team had the privilege to engage with students across various schools, educating them on critical aspects of cybersecurity and online safety.

In addition to cybersecurity basics, we covered broader topics on how to use technology responsibly, encouraging students to think critically about their digital footprint, privacy settings, and the ethical use of social media. Our goal is to equip young individuals with the media. Our goal is to equip young individuals with the knowledge and tools needed to confidently and safely explore the digital world, empowering them to harness the full potential of technology while avoiding its risks.

The KPMG Global Cyber Day program aims to make a difference in every community around the world by helping young people and all those who support them learn how to protect themselves and others online.

Throughout October 2024, KPMG cybersecurity professionals helped students, teachers and parents become more cyber-aware through interactive classroom sessions.

Education and lifelong learning

Business Game – July

This summer, KPMG in Cyprus successfully organised a "Business Game" for the 7th consecutive year at our offices in Nicosia. This engaging event, part of KPMG's Summer Internship Programme, provided a unique platform for young talents to showcase their innovative ideas in front of a panel of "investors."

Students were excited to present their business concepts, which spanned various industries and addressed contemporary challenges.

The event not only allowed participants to develop their entrepreneurial skills but also fostered teamwork, critical thinking, and presentation abilities.

Collaboration with W11 Ventures Ltd

KPMG in Cyprus and W11 Ventures Ltd announced a collaboration aimed at helping companies achieve exponential growth through a combination of multifunctional advisory services and digital transformation. By leveraging advanced technologies, innovation adoption, international business development, and capital raising, the partnership integrated resources and networks to drive successful deals.

This cooperation brought together KPMG in Cyprus' extensive range of services and expertise with W11's innovative model, focusing on creating value and future-ready operations for their clients.



KPMG Experience Day – 4 September

KPMG in Cyprus hosted the "KPMG Experience Day", at its Nicosia offices. This event was designed for students from the University of Cyprus who are interested in learning more about KPMG and discovering what sets us apart in the professional services industry.

During this immersive experience, students had the opportunity to engage directly with our management team, gaining insights into our company culture, values, and the diverse career paths available at KPMG. They listened to inspiring career stories from various professionals within the firm, who shared their journeys, challenges, and successes, providing valuable perspectives on personal and professional growth.

Education and lifelong learning



Tech Island: Reflect Festival – 30 May

KPMG participated in the Festival in 2024, the purpose of which was to explore how Cyprus can capitalise on its new status as a tech hub and utilise the expertise of highly skilled tech specialists currently on the island.

Our Board Member Christophoros Anayiotos, led a panel discussion titled “The Tech Effect: Transforming Cyprus’ Economic Landscape” at the Techisland Summit 2024. The panelists analysed the current tech environment, highlighted key challenges and proposed areas for enhancement. The discussion was based on an impact analysis performed by KPMG of the tech sector that highlights its importance in the GDP and employment as well as comparisons against other EU tech hubs. Additionally, our Technology Consulting Board Member Gerasimos Ntouskas, moderated the panel “Bridging the Digital Gap: Cyprus’ Tech Sector as a Catalyst for Change”. The discussion highlighted the crucial role of Cyprus’ tech industry in tackling digitalisation challenges. Tech leaders and the government explored partnerships to enhance digital infrastructure across sectors, emphasising the mutual benefits of collaboration.

Internship programmes

KPMG in Cyprus offers a range of internship programmes designed to give students hands-on experience and insights into the exciting world of professional services, helping them explore career opportunities in audit, tax, advisory, and more. The importance of these internships lies in their ability to bridge the gap between academic knowledge and practical application. Internship participants gain valuable exposure to real-world business scenarios, allowing them to develop essential skills such as problem solving, critical thinking, and effective communication. Working alongside experienced professionals, interns also learn about the inner workings of a leading global firm, gaining insights into industry best practices and the latest trends.

KPMG Cyprus & Cyprus Pedagogic Institute

We proudly contributed to the design of the National Strategy for the Prevention and Management of School Violence, in collaboration with the Pedagogical Institute and the Ministry of Education, Sport, and Youth.

Our participation in this project highlights not only our expertise in strategic planning but also our commitment to initiatives that drive social change. This initiative marks a pivotal step toward creating a safe, inclusive school environment that fosters positive experiences and supports the personal development of students, educators, and society as a whole.



**KPMG Cyprus
contributes to the
National Strategy
for the Prevention
and Management of
School Violence**

Community healthcare and wellbeing

Access to quality healthcare is fundamental to building strong, resilient communities. We actively support community health initiatives by funding programs that provide medical assistance, preventive care, and mental health awareness campaigns. Through strategic partnerships with healthcare organisations and non-profits, we contribute to initiatives focused on early disease detection, wellness education, and accessibility to essential healthcare services. By integrating health and well-being into our social impact agenda, we help ensure that communities can thrive both physically and mentally.

7th Healthcare Conference – 16 May

Our Chief Operating Officer Iacovos Ghalanos, and Healthcare Industry Leader, took the stage as a speaker at the 7th Healthcare Conference. During his presentation titled "Sustaining Health: The ESG Imperative in Modern Healthcare", Mr. Ghalanos thoroughly examined the essential contribution of ESG to policy formulation, patient care enhancement, ethical governance and financial performance for the Healthcare Industry.

Incubator of Love/Θερμοκοιτίδα Αγάπης

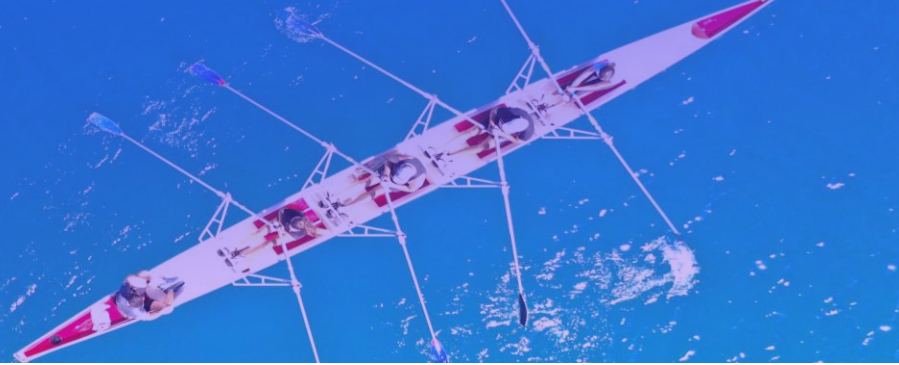
KPMG in Cyprus, loyal to its long-standing commitment to social contribution, sponsored part of the renovation of the Neonatal Intensive Care Unit of Makarios Hospital in collaboration with the Association of Friends of the Neonatal Intensive Care Unit "Incubator of Love". At the presentation of the renovated Unit, the First Lady of Cyprus, Mrs. Filippa Karsera, the President of the Association of Friends of the Neonatal Intensive Care Unit "Incubator of Love", Mrs. Elena Malmidouri-Hatzihanna, and members of the management team of KPMG in Cyprus, were given a tour of the hospital facilities and were informed about the operation and needs of the Unit.

Adopt a Rare Programme

KPMG in Cyprus proudly supports the Pancyprian Association of Rare Genetic Diseases "Unique Smiles"/«Μοναδικά Χαμόγελα». The association provides services ranging from Physiotherapy and Occupational Therapy to Speech Therapy and Special Education to children and young adults aged 0-21 years with rare genetic diseases. The Adopt a Rare Programme aims at children and adolescents aged 0 to 15 years, who have been diagnosed or are under investigation for a rare genetic disease.



Community healthcare and wellbeing



Proud supporters of the Cyprus Thalassemia Association

KPMG in Cyprus is honoured to be a proud supporter of the Cyprus Thalassemia Association, working hand in hand to make a meaningful impact. All our blood donation events are organised under its auspices, ensuring vital support for those in need.

Blood donations

For the past 17 years, KPMG in Cyprus has proudly organised regular blood donation events, supporting hospital blood banks across Cyprus. This tradition reflects our unwavering commitment to the well-being of our community.

Blood donation events have become a regular and much-anticipated initiative at KPMG in Cyprus, reflecting the firm's core values of integrity, compassion, and service to the community.



The events not only serve as a way for the firm's people to give back but also emphasises the importance of working together to support vital causes in society. Our Nicosia, Limassol and Larnaca offices organised blood donation events in 2024 as part of KPMG's ongoing commitment to supporting the community and making a positive impact on the lives of those in need.

By embodying the KPMG values, we continue to stand united in saving lives. Together, we can achieve even more.



Giving back to the community



At KPMG, we believe in making a tangible impact through both financial and hands-on contributions. We actively support charitable causes through corporate donations, fundraising events, and employee-led initiatives.

Our teams participate in campaigns such as “Run for a Cause” to raise funds for critical issues, while our direct contributions help sustain educational, health, and environmental projects. Additionally, we collaborate with community organisations to provide resources where they are needed most, ensuring that our commitment to giving back extends beyond financial aid to long-term, meaningful support.

KPMG Cyprus & Pancyprrian Volunteerism Coordinative Council

To support the initiative, an internal collection campaign took place in all KPMG offices across the island, with KPMG staff managing to collect a large

For yet another year, KPMG in Cyprus has embraced the 10th campaign “**Adopt a family for Easter**”.

number of essentials which were donated to the Pancyprrian Volunteerism Coordinative Council and will be distributed to families in need through the District Coordinative Councils/Volunteer Centres.

Our goal is to offer joy to families and children during this festive time.



For the 11th consecutive year, KPMG in Cyprus has supported the “**Adopt a Family for Christmas**” initiative, reaffirming our commitment to Corporate Social Responsibility. This campaign is part of our global commitment to foster positive change in communities, with a special focus on supporting vulnerable groups.



Our team across all KPMG offices in Cyprus held an internal collection drive, gathering a wide range of essential items. These contributions have been donated to the Pancyprrian Volunteerism Coordinative Council (PVCC) and will be distributed to families in need through the District Volunteerism Coordinative Councils/Volunteer Centres.

Giving back to the community – Running for a cause

Every step we take can create a positive impact. Our employees actively participate in charity runs and endurance events, not just as a way to challenge themselves but as a means to support meaningful causes. From the International Marathon, where we join thousands of runners from around the world to promote health and well-being, to Race for the Cure, where we run in solidarity with those affected by breast cancer, and Running Under the Moon, an event that brings our teams together for a night of fitness and philanthropy—we make every race count. These initiatives strengthen our commitment to community engagement, encouraging our people to support causes that matter while fostering team spirit and well-being.



Radisson Blu Larnaca International Marathon

Our participation in the International Marathon reflects our commitment to both physical well-being and social impact, as our employees take on the challenge while supporting meaningful causes. This event unites our team in a spirit of endurance, teamwork, and giving back to the community.

Race for the Cure Europa Donna

Taking part in Race for the Cure in support of Europa Donna reinforces our dedication to breast cancer awareness and research.

By running together, we stand in solidarity with survivors, raise funds for critical initiatives, and promote the importance of early detection and support systems.



Running under the Moon

Running Under the Moon is more than just a night race—it's an opportunity for our employees to engage in a unique fitness challenge while fostering camaraderie and well-being.

The event combines the excitement of nighttime running with a strong sense of community, encouraging a healthy and active lifestyle.

Giving back to the community

Miracle Babies Charity Futsal

In 2024, KPMG in Cyprus organised the 1st Charity Futsal Tournament, dedicated to the memory preterm baby.

The “Miracle Babies” Association is a non-governmental organisation, member of the European Federation for the care of the EFCNI (European Foundation for the Care of Newborn Infants). The association aims to support and reinforce the Neonatal and Premature Intensive Care Unit of the Archbishop Makarios III Hospital in Nicosia and Limassol General Hospital, as well as to inform and raise awareness of the public on issues related to prematurity.

The presence of KPMGers in this initiative, their support and enthusiasm have made a remarkable difference to the cause.



KPMG Dragon Boat Challenge

In November 2024, we have organised for one more year, the **Dragon Boat Challenge!**

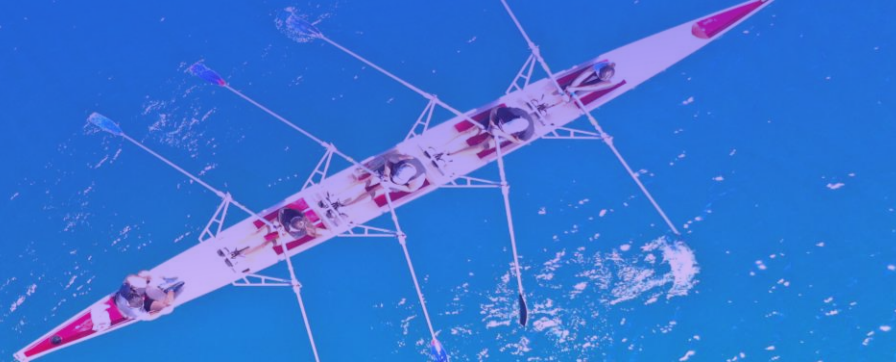
This is a very interesting and interactive sport event which helps develop team spirit and teamwork among the members of the boat.

The KPMG Dragon Boat team was established in 2017 and since then has participated in various races with important wins and podium positions.

This challenge perfectly aligns with our **Wellbeing Strategy**, offering an excellent opportunity to promote physical activity, strengthen team bonds, and boost mental wellness through fun and engaging outdoor exercise.



Giving back to the community



KPMG Supports SPAVO

In April 2024, KPMG in Cyprus supported SPAVO's (Association for the Prevention and Handling of Violence in the Family) contribution in protecting the rights of victims of domestic abuse through a monetary donation as well as a food donation.

We are committed to upholding the rights of domestic abuse survivors, ensuring they have access to protection, support, and the resources needed to rebuild their lives with dignity and security.

On the occasion of the Tsiknopempti celebration, the firm and its staff collected food and money, which were given in a modest ceremony by the Management of KPMG in Cyprus to Mrs. Maria Kousiou, President of the Board of Directors of SPAVO.

Supporting young entrepreneurs

KPMG in Cyprus, dedicated to the support of developing an entrepreneurial mindset through education, and the support of young talent, continues for the 9th year its active collaboration and support of the Creativity, Innovation, and Business Idea Programme, "IDEODROMIO", a programme organised by the Cyprus Pedagogical Institute, the Ministry of Education, Sports and Youth and CEDAR.

The Programme, which commenced on 25 October 2024, is an initiative of the Ministry of Education, Culture, and Youth, aiming to foster creativity, innovation, and business ideas among middle school and high school students, as well as students from Technical and Vocational Schools of Education and Training. The purpose of the Programme, is to inspire and promote creative and innovative thinking by exploring the challenges of the modern world and local society.

Through the KPMG Startup Innovation Lab ("KPMG SIL") team, KPMG in Cyprus actively supports the Programme with scheduled presentations and mentoring workshops, sharing skills and expertise with teachers and participating teams.



Social inclusion

We are committed to fostering a more inclusive society where everyone, regardless of background or ability, has the opportunity to thrive. As part of this commitment, we actively support initiatives such as Pride celebrations, schools for the blind and deaf, and the Special Olympics, championing the empowerment and representation of marginalised communities. Through awareness campaigns, financial support, and direct engagement, we strive to break down barriers and create opportunities for individuals who may face social or economic challenges.

Our dedication to inclusivity extends beyond the workplace, as we actively work to foster a society where everyone feels valued, respected, and empowered to bring their full selves to every aspect of life.

Special Olympics

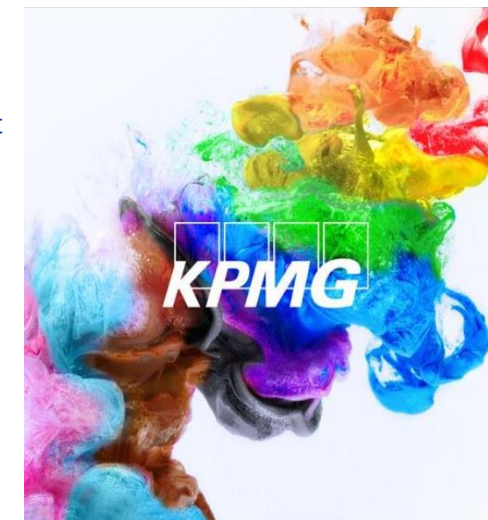
KPMG in Cyprus is proud to support the Special Olympics team for Cyprus, fostering inclusion and celebrating extraordinary achievements. A special congratulations goes to our colleague, Loukia Georgiou, who competed and won four gold medals in hoop, clubs, ribbon, and rope! Loukia's dedication and success inspire us all, and we couldn't be prouder of her incredible accomplishments.

Cyprus Pride

At KPMG in Cyprus, we proudly celebrate Pride Month, reaffirming our commitment to inclusion and access to equal opportunity within our workplace and community.

Our support extends beyond words, as we actively participated in the Cyprus Pride event to foster a culture of acceptance and respect for all individuals, regardless of their sexual orientation or gender identity.

By championing LGBTQ+ rights, we aim to create an environment where everyone feels valued and empowered to be their authentic selves.



School of the Blind and School for the Deaf awards

KPMG in Cyprus, as part of its corporate social responsibility initiatives, expresses its ongoing support for the "Saint Barnabas" School for the Blind. On behalf of our firm, awards were presented to the outstanding students of the School.

We were also delighted to attend the awards ceremony for the top students of the "Georgios Markou" School for the Deaf, where prizes were awarded to the students. Our firm stands as a supporter of the initiatives of the School for the Deaf.



Giving back to the community – Celebrating International Men's Day



At KPMG in Cyprus, we celebrate both International Women's Day and International Men's Day by promoting inclusion and access to equal opportunity in the workplace. We are committed to creating an environment where all individuals can thrive, recognising and valuing the unique contributions of both women and men in our workforce and community.

Social Media IMD Movement and Internal Alert

As every year, KPMG honoured International Men's day. The theme of the 2024 celebration and this year's theme, *Men's Health Champions*, shines a spotlight on the importance of addressing men's health issues and celebrating those who are actively working to make a difference. We're encouraged to focus on four meaningful sub-themes: *Building Healthy Communities*, *Look Out for Your Mates*, *Take Action*, and *Stay Healthy*—each a call to prioritise wellbeing and foster a supportive environment for men's health.



November – 9 & 23 November 2024

As the month of November is dedicated to raising awareness about men's health, KPMG arranged for the MAN VAN to visit our Nicosia and Limassol offices, to offer shaving and styling experiences to our colleagues.



We organised Movember Celebration Days with food, drinks and music, which included an Ultimate Mo Contest – a chance for our colleagues to show off their new styles!

Giving back to the community – 2024 CSR Awards

Our commitment to corporate social responsibility (CSR) has been recognised through several prestigious awards, highlighting our dedication to making a meaningful impact on society. These accolades reflect our ongoing efforts to support education, community well-being, environmental sustainability, and social inclusion, reinforcing our role as a responsible and purpose-driven organisation.



Cyprus HR awards – November

🥈 Silver level award for the category “**6.1 Best CSR Initiative with employees’ involvement**” for the event “**Bring your child to work**”.

🥇 Gold level award for the category “**1.1 Excellence in Leadership Development**” for the “**New Managers Milestone event**”.

Longstanding support of PVCC’s work – November

On 28 November 2024, at a Press Conference marking the start of Volunteerism Week 2024, the **President of the Pancyprrian Volunteerism Coordinative Council (PVCC)** honored partners and supporters, including KPMG in Cyprus, for its longstanding support of the Council’s valuable work.

Our offering includes Love Packages for Easter and Christmas, the “School Supplies for All Children” initiative, and more.





Our upcoming strategic priorities

Our impact strategy for the years 2025-2027

KPMG Impact Strategy: Strategic priorities 2025-2027

As we look ahead, our vision for the next three years is driven by a clear and ambitious strategy that aligns with our core values and long-term sustainability commitments. We recognise that the changing global landscape presents both challenges and opportunities, and we are committed to adapting, innovating, and strengthening our impact across all areas of our business.

Our Impact strategy is built around four key pillars: **Governance, People, Planet, and Prosperity**. These priorities reflect our commitment to responsible business practices, fostering a strong and inclusive workforce, driving environmental sustainability, and creating lasting social and economic impact. In an ever-evolving landscape, we recognise the need for continuous progress, innovation, and accountability to ensure that we remain a force for positive change.

Through clear actions, measurable goals, and a commitment to excellence, we are dedicated to strengthening our impact while staying true to our values.

The following pages outline the pillars and sub-pillars that underpin our strategic priorities for the future.



Governance



People



Planet



Prosperity

Our 2025-2027 commitments

Governance: Upholding Integrity and Accountability

Strong governance is the foundation of a sustainable and responsible business. At KPMG in Cyprus, we are committed to transparency, ethical leadership, and accountability, ensuring that we operate with the highest standards of integrity. By continuously strengthening our governance framework, we safeguard ethical and purposeful business operations, transparency and accountability and respecting human rights. Our goal is to foster a culture where compliance and ethical business conduct are embedded in every aspect of our operations, reinforcing trust with our employees, clients, and stakeholders.

Purposeful business

- Always act with a clear purpose
- Lead the profession in audit quality
- Drive a responsible audit, tax and advisory practice

Acting transparently with accountability and integrity

- Act lawfully, ethically and in the public interest
- Work against corruption in all its forms, including extortion and bribery

Respecting human rights

- Always respect human rights

People: Building a Caring, Inclusive, and Purpose-Driven Culture

Our people are at the heart of everything we do, and our commitment to them extends beyond professional development—it is about creating an inclusive, supportive, and thriving workplace. Through continuous education, well-being initiatives, and inclusion and access to equal opportunity efforts, we aim to empower every employee to reach their full potential. We also recognise the importance of work-life balance, mental health, and career growth, ensuring that we foster a culture where everyone feels valued and supported. By investing in our people, we are strengthening the foundation of a high-performing, purpose-led organization.

Inclusion and access to equal opportunity

Have an inclusive culture built on trust

- Advocate for equal opportunity
- Foster an educated, empathetic workforce

Health and well-being

- Protect the health of our people both physically and mentally and enable them to be effective and productive

Learning and development

- Develop a continuous learning culture

Our 2025-2027 commitments

Planet: Driving Environmental Responsibility and Sustainability

We recognise the urgent need to protect and preserve our planet, and we are committed to integrating sustainability into every aspect of our operations. Our approach focuses on reducing our carbon footprint, enhancing climate resilience, and promoting biodiversity. From achieving greater energy efficiency and reducing waste in our offices to supporting nature-positive initiatives and encouraging sustainable business practices, we strive to minimise our environmental impact. Through innovation, collaboration, and responsible resource management, we are working towards a greener future for our business and the communities we serve.

Decarbonisation

- Reduce our emissions gradually

Climate risk

- Give financial markets, clients and our leaders clear, comprehensive, high-quality information on the impacts of climate change

Nature and biodiversity

- Understanding and improving our impact on nature and biodiversity

Prosperity: Creating Meaningful Social and Economic Impact

Beyond business success, we believe in driving positive change in the communities where we operate. Our prosperity pillar focuses on initiatives that support education, improve community healthcare, promote social inclusion, and give back through philanthropy and volunteering. Through partnerships, employee engagement, and targeted programs, we are committed to fostering economic opportunity, well-being, and resilience. By aligning our business growth with social impact, we ensure that our success translates into tangible benefits for society.

Making a positive social and economic impact

- Support education and lifelong learning
- Promote Corporate social responsibility



kpmg.com.cy

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

©2025 KPMG Limited, a Cyprus limited liability company and a member firm of the KPMG global organisation of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organisation.