



# Sustainability report 2024

KPMG in the Czech Republic





# Summary

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# Introductory remarks by Managing Partner

In 2024, we managed to maintain the positive trend from previous years. Our 8 percent growth far exceeds the performance of the Czech economy, we gained many new clients and succeeded in meeting the high expectations we set for ourselves. This growth would not have been possible without investments that were primarily directed toward our teams, technologies, and continuing education.

The KPMG team continues to expand. We secured beautiful new offices for our Ostrava branch in the IQ Building, one of the most modern buildings in Ostrava, equipped with a highly ecological system. We opened a new KPMG Legal branch in Moravia, thanks to which we can offer professional legal services to clients from across the region. Our lawyers joined their colleagues at the Brno office in the Vlněna office complex, and we plan to expand the premises our Brno office soon.

I would like to thank every member of team blue for their year-round efforts and professional approach, which keeps us moving forward. I would also like to thank our clients for their trust.

**RADEK HALÍČEK**  
Managing Partner  
KPMG in the Czech Republic







GRI 2-2 | 2-3

# About this report

This report has been prepared in accordance with the GRI Standards methodology 2021.

The GRI methodology helps organisations assess their impact on sustainability-related areas such as climate change, human rights, leadership, and social issues. We use this methodology because of its comprehensiveness and interconnectedness with the interests of different stakeholders.

We report for fiscal year 2024, i.e., for the period starting 1 October 2023 to 20 September 2024 on behalf of three independent legal entities:

- KPMG Česká republika, s. r. o.,
- KPMG Česká republika Audit, s. r. o.,
- KPMG Legal s. r. o., advokátní kancelář

The published data has been obtained from our internal system and from the measurements of individual departments and offices. The data has been further processed by the CSR department. To monitor our carbon footprint, we use a methodology developed by KPMG International and based on the Greenhouse Gas Protocol methodology.

The content of the report is reviewed and approved by the partner in charge of CSR, the partner in charge of quality and risk management, and the managing partner. Since 2012, we issue the report on an annual basis.

For feedback or any questions, you may contact the **CSR department**.



GRI 2-6

# About KPMG

KPMG is a global network of consulting companies providing services in audit, tax, consulting, and law. Its member firms employ nearly 270,000 professionals in 143 countries around the world.

The independent member firms of the KPMG network are affiliated with KPMG International Limited, a private company limited by guarantee incorporated in England. KPMG International acts as a coordinating entity for the member firms. The independent member firms of the KPMG network are affiliated with KPMG International Limited, a private English limited liability company. KPMG International acts as a coordinating entity for member firms but does not provide professional services to clients. These are provided exclusively by member firms. Each firm is a separate legal entity that must adhere to global values and rules, in particular quality standards.

**“We want to achieve steady growth while being the most trusted consulting firm, employer of choice, recognised expert, respected auditor and responsible leader in the industry.”**

**BILL THOMAS**  
Chairman of KPMG International



# Our vision

We enjoy being part of our clients’ success. We are proud of the KPMG brand and where we are headed as a firm.

We want to be an attractive employer for university graduates, do great work for successful companies, and become a sought-after partner that delivers the best services in the industry.

KPMG employees have created a unique corporate culture based on strong values. We are environmentally friendly and help organisations achieve sustainability.

We are a company that builds on the uniqueness of its employees. We are not afraid to be different from others. Public trust is key for us. We want to be the clear choice for clients and employees alike.

# Our values

For more detailed information about KPMG’s values, please visit our [website](#).



## Integrity

We do what is right.



## Together

We respect each other and draw strength from our differences.



## Excellence

We never stop learning and improving.



## Courage

We think and act boldly.



## For Better

We do what matters.



GRI 2-1 | 2-2

# KPMG in the Czech Republic

KPMG in the Czech Republic was founded in 1990 by František Dostálek and Jan Žůrek. Today, the firm has offices in Prague, Brno, České Budějovice, and Ostrava. It has been providing audit, tax, advisory, and legal services for more than 30 years. Its clients include major Czech and foreign companies, the public sector, and non-profit organisations.

In 2022, KPMG Managing Partner Radek Halíček was elected chairman and managing partner of the KPMG network in Central and Eastern Europe (CEE).

In the fiscal year ending 30 September 2024, KPMG in the Czech Republic provided services to clients through three operating companies:

KPMG Česká republika, s.r.o. (founded in 1990), KPMG Česká republika Audit, s.r.o. (founded in 1993), KPMG Legal s.r.o., law firm (founded in 2010).

All KPMG companies in the Czech Republic are based in Prague at Pobřežní 648/1a. KPMG ČR and KPMG ČR Audit also have offices in Brno, České Budějovice, and Ostrava ([more here](#)).

Clients can now also use the services of the Brno branch of KPMG Legal, which began operations in September 2024.

GRI 201-1

# Financial indicators

In the financial year ending 30 September 2024, after the elimination of intercompany transactions, KPMG Česká republika, s.r.o., KPMG Česká republika Audit, s.r.o. and the law offices of KPMG Legal s.r.o., reported total revenue for services rendered of CZK 2 679 million (previous fiscal year – CZK 2 378 million) and total operating profit of CZK 298 million (previous fiscal year – CZK 293 million).



GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-17 | 2-18

# Management and organisational structure

## Managing partner

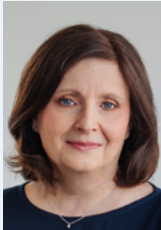
The managing partner leads the management committee and makes sure that its members are provided with accurate, timely, and clear information. JUDr. Ing. Radek Halíček has been the managing partner for all entities of the KPMG in the Czech Republic since fiscal year 2017.



**Petr Škoda**  
Deputy Managing  
Partner



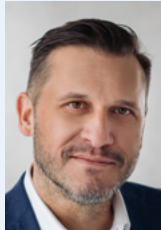
**Daniel Szmaragowski**  
Partner in charge  
of Tax and Legal



**Carolyn Břečťanová**  
Partner in charge  
of Quality and Risk  
Management



**Jindřich Vašina**  
Partner in charge  
of Audit



**Petr Bučík**  
Partner in charge  
of Advisory



**Pavel Kliment**  
Partner in charge of  
Risk Consulting, COO

## Management Committee

The managing body of the firm is the management committee, responsible for the sustainable growth of the entity. The management committee assures the firm’s organisational management, sets the corporate strategy, and watches over its fulfilment, while comparing the firm’s actual results with the entrepreneurial plan.

The management committee consists of seven members: the managing partner, the partner responsible for quality and risk management and five other members (representatives of the CEO, COO and partners responsible for professional functions). In the fiscal year 2024, these were:



**Radek Halíček**  
Managing Partner

The managing partner appoints the individual members of the management committee who are responsible for specific areas of the organisational structure of KPMG’s firms in the Czech Republic. The management committee meets at least once a month and addresses key issues related to the firms’ activities, i.e. operational and financial performance of the firms, annual plans, new business activities, technology development, human resources, marketing, remuneration, sustainability and risk management policies.

The management committee regularly reviews its performance and cooperation with partners. It also regularly communicates its performance with other partners. A partner meeting is held once a year to evaluate the economic success of the firm as well as the effectiveness of its management.

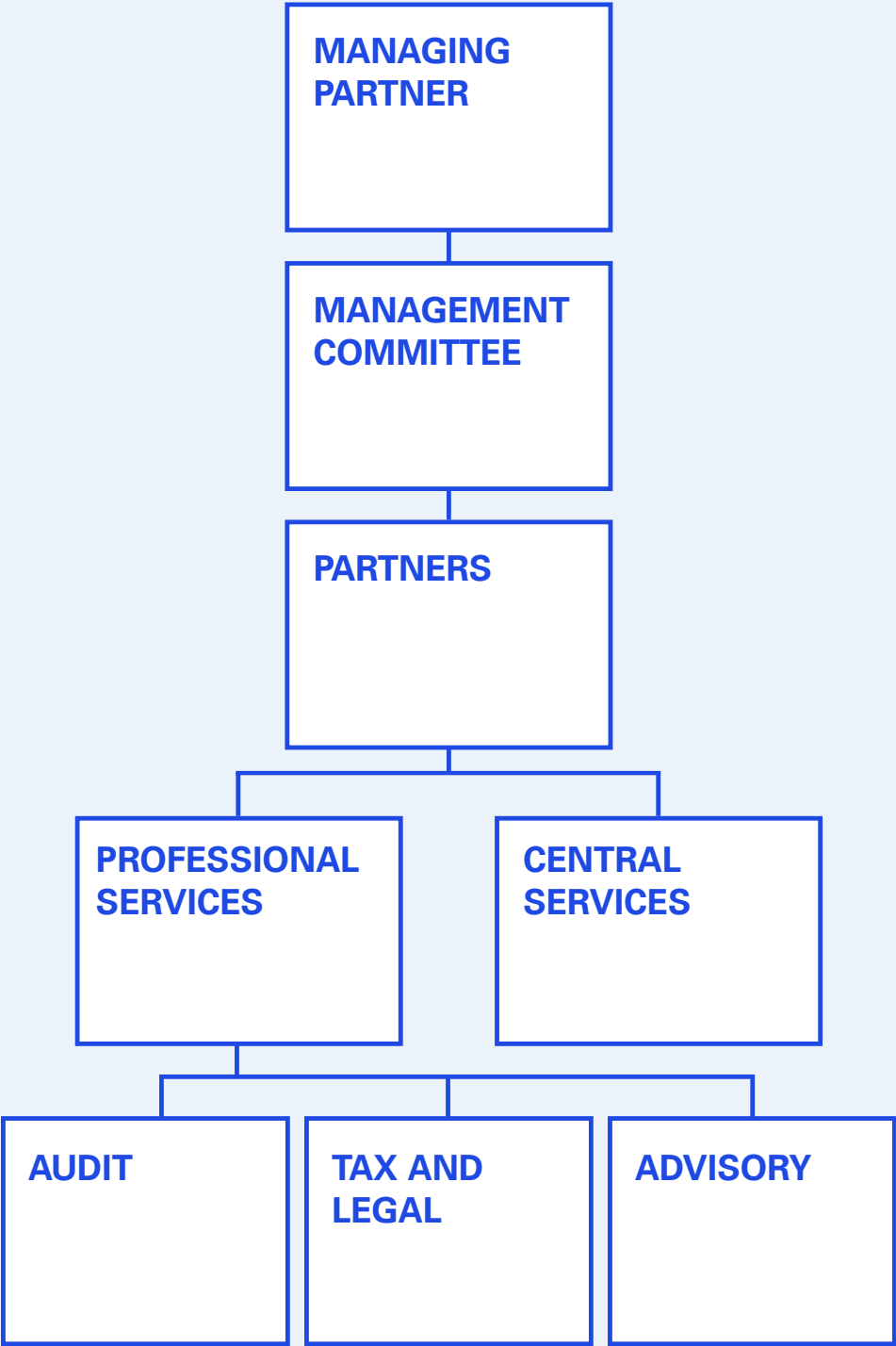


# Partners

Together, the partners are responsible for the firm’s corporate strategy and for the oversight over its implementation. They regularly review issues of great importance to the firm.

The remuneration of all partners of the firm is subject to KPMG’s remuneration principles for partners in Central and Eastern Europe. It depends on the achievement of firm and personal objectives and the outcome of partner performance reviews. Partner performance criteria include the quality of work, compliance with internal regulations and procedures, the degree of complexity of assignments, as well as the extent and quality of people management, training, and accountability activities within the firm’s internal organisational structure.

Further information about KPMG International, including its governance structure for the year ending 30 September 2024, can be found in the Global Transparency Report.



# Corporate responsibility management/CSR at KPMG in the Czech Republic

Three departments are responsible for sustainability issues.

People, Performance & Culture, which reports directly to the partner in the position of chief operating officer, handles employee issues.

Support and training of the non-profit sector and measures contributing to environmental mitigation fall under the remit of the Corporate Social Responsibility (CSR) department, which is headed by Milan Bláha, the partner also in charge of auditing commercial firms. He reports sustainability issues directly to the managing partner. The head of CSR reports to the partner in charge of CSR and prepares the responsible business strategy, which he and the partner submit to the management committee for approval. The management committee reports at least once a year on the implementation of the approved strategy.

Each professional department also has a CSR coordinator, who then participates in the management of responsible business, brings feedback from the different departments, and helps to promote and organise sustainability activities across the firm.

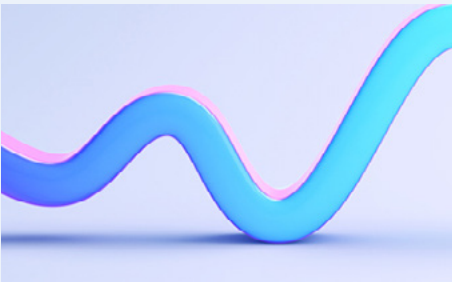
Sustainability issues pertaining to governance fall under the Risk and Quality Management department.



GRI 2-6

# Services provided by KPMG in the Czech Republic

For more detailed information about the services we provide, please visit our [website](#).



**Audit**



**Legal services**



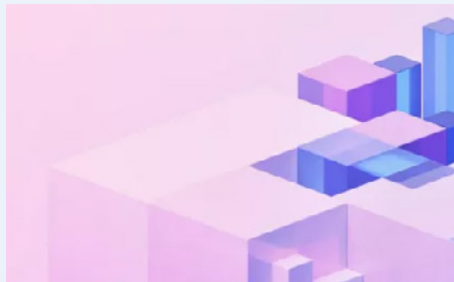
**Tax advisory**



**Accounting and payroll services**



**Advisory services**



**M&A, corporate valuation and restructuring**

In the Czech Republic, we systematically focus on the following sectors:

- financial services (banking and insurance industries, as well as investment funds)
- energy
- manufacturing and industrial companies
- building industry and real estate
- retail
- automotive industry
- transportation and logistics
- family businesses
- telecommunications and public administration.

Foreign desks (German, Korean, Japanese, and Chinese desks) also play an important role, as colleagues seconded from the respective countries help develop relations with foreign investors operating in the Czech Republic.



GRI 2-22 | 2-23 | 2-24

# Sustainability strategy

KPMG’s strategy is based on issues that are key to our business. We care about and for our employees, build on ethical and transparent conduct, help the not-for-profit sector to operate more effectively, and inspire responsible business.

## Introductory remarks by partner in charge of CSR

A sustainable approach to business and responsibility towards our community are key priorities for us at KPMG. This report outlines the steps we are taking to improve our processes, reduce our environmental impact, and contribute to the advancement of the business environment.

We continue to look for ways to operate sustainably. After discovering that our Prague office produces too much coffee grounds to compost, we found an innovative way to use them. We now send them to external companies for further processing. The used beans are turned into coffee soap, hand cream, plastic paint, and other useful products. We have also developed an organic waste sorting system, and in fiscal year 2024, we managed to sort 7,085 kg.

We care about the environment in which we work, which is why we have established cooperation with the Moravian Gallery’s Artotéka, whose paintings we exhibit in our offices in Brno and Ostrava. We are pleased that the stimulating work environment contributes to the well-being of our employees.

In 2024, we did not forget to help others. We included three non-profit organisations in our mentoring programme and awarded two of them a service grant. Our employees also actively helped, as 292 of them dedicated a day to volunteer work.

We made significant progress in sustainability last year. I would like to thank everyone who participated, and I look forward to what we can achieve together in the coming years.

**MILAN BLÁHA**  
Partner in charge of CSR  
KPMG in the Czech Republic





Social responsibility activities are an integral part of the functioning of all our departments. The strategy that we follow for the 2020–2025 period focuses on the following areas:

## Ethical and transparent conduct

Since we also like to do business in a pleasant environment, we strive to reflect ethical and transparent conduct in everything we do.

We provide our services based on these principles:

- We lead by example and support transparency and ethical conduct in the market in every way possible.
- We communicate openly with all relevant groups.
- The nature of our business contributes to increasing transparency in the Czech business environment.

## Employee care

Our employees are key to our success, which is why we care about their comfort and development.

- We view each of our employees as a unique individual who has come to us to grow both professionally and personally.
- We care for them, help them develop, and strive to create an inspiring work environment, including through activities in sustainable development.

## We help with what we do best

We help others (not just companies), to operate responsibly and sustainably, contributing to the development of society through our expertise.

- We help non-profit organisations and social businesses make their activities more effective and gain more time and space for their important charitable work.
- We perceive expert volunteering as another tool for the development and education of our employees.
- We support responsible and sustainable entrepreneurship, not just among younger generations.
- We assist our clients on their path towards sustainability.

## We aim to function responsibly

We strive to minimise the impact of our activities.

- We monitor our carbon footprint and actively work to reduce it.
- We aim to function in an environmentally sound manner. We incorporate responsibility principles into all our operative functions.
- Social businesses and non-profit organisations are integral links in our supply chain.

GRI 2-24

# Sustainable Development Goals (SDGs)

Sustainable Development Goals (SDGs) represent 17 sustainable development goals and key tasks for the period 2015-2030. UN member states, non-profit organisations, representatives of the private sector and academia, and citizens from around the world participated in their preparation.

We support the SDGs and reflect the relevant goals in our strategy.

## SDG 4 – QUALITY EDUCATION

JAs a knowledge and skills organisation, our greatest contribution is in education. We perceive **ensuring equal access to inclusive and quality education and promoting lifelong learning for all** as a common factor in all 17 goals. Access to quality education is a key prerequisite for a high standard of living and helps combat inequality and instability in society. With our internal and external programmes, we contribute to the development of education and literacy in Czech society and deepen the knowledge and skills of our employees, all the while contributing to the gradual fulfilment of other sustainment goals.





# Stakeholder dialogue

We continuously address our activities’ impact on society, the economy, and the environment. We maintain contact with stakeholders and work with them on a range of important sustainability issues.

### CLIENTS

We are proud to build long-term relationships with our clients and put their satisfaction first. We constantly strive to strengthen our firm’s credibility and seek ways to improve our services. We use a customer satisfaction management approach called Client Insights to gather feedback. KPMG partners are personally involved in collecting data focused on evaluating cooperation and engagements.

We also organise professional events for clients to discuss and gather feedback outside of standard collaboration.

We actively communicate through our website and social networks. We also publish Marwick magazine for KPMG clients and supporters.

**Communication methods:** face-to-face meetings, professional conferences, our website, social media, newsletters, surveys, and studies.

### EMPLOYEES

We continually communicate with our employees through various internal channels, including our internal portal and televisions in communal areas.

We also meet regularly at events, training sessions and departmental meetings.

Every year, we conduct an employee satisfaction survey to identify the needs and opinions of our staff.

Employees meet regularly with their performance managers to discuss their needs and plans.

**Communication methods:** annual company-wide employee satisfaction survey, regular performance reviews and employee development planning, project and cluster meetings or department-wide meetings, intranet and online magazine, social events.

### POTENTIAL EMPLOYEES

We participate in job fairs and cooperate with colleges and universities.

We actively communicate on social media and recruitment sites

**Communication methods:** job fairs, in-person interviews, social media and websites.

### FORMER EMPLOYEES

We are interested in the career paths of our former employees and try to stay in touch with them through social media, newsletters, and social events such as alumni parties.

**Communication methods:** newsletters, social networks, face-to-face meetings.

### REGULATORS AND PROFESSIONAL ORGANISATIONS

We meet regularly with representatives of regulatory and administrative bodies and other professional groups. For some, we organise professional conferences and other events.

**Communication methods:** regular meetings and professional conferences.

### THE PUBLIC AND THE MEDIA

With journalists, we communicate regularly about our processes, services, and visions, inform them about our results, and respond to their questions. We provide them with expert opinions on a variety of topics close to our business.

We issue press releases, expert articles, and commentaries, and hold press conferences and personal meetings with media representatives.

We provide professional training for non-profit organisations and invite them to join our mentoring programme.

**Communication methods:** press releases, expert articles, personal meetings, our website and social networks, expert lectures and conferences, training and mentoring for the non-profit sector.

### SUPPLIERS

We meet regularly during business meetings.

**Communication methods:** business meetings

KEY TOPICS

Following discussions with stakeholders, we defined the key topics that we address in this report:



- Emissions
- Energy consumption
- Waste



- Employee care
- Training and education
- Diversity and equal opportunities
- Local communities



- Economic results
- Anti-corruption mechanisms



# We act ethically and transparently

Our work for clients is very diverse, as are our teams. However, all employees are united by corporate values and a focus on quality. Integrity, ethical conduct, and transparency are among the fundamental pillars of our activities. We lead by example and help our clients achieve greater transparency.

## Engagement work principles

### ADHERENCE TO PROFESSIONAL STANDARDS

The services provided to our clients are governed by the highest professional standards and subject to strict regulations and controls.

### ACCEPTANCE OF CLIENTS AND ENGAGEMENTS

The adherence to rules and procedures in the client and engagement acceptance process as well as in continuing client relationships is a vital part of our risk management process.

Every year, we evaluate whether to continue our cooperation with a client. As part of this process, we also consider whether to introduce any additional quality and risk management processes to the engagement.

### EXPERTISE AND ADHERENCE TO SCHEDULES

Our teams are made up of experts with many years of experience. In engagements, we actively manage all processes, monitor agreed milestones, and stick to the set schedule. Responsibility for quality and risk management and the overall corporate culture lies with the management.

### NEWS UPDATES

We are committed to providing our clients with the latest industry news by organising conferences, trainings and seminars and prepare updates, studies, analyses, and surveys.

### INDEPENDENCE

Strict adherence to independence forms an integral aspect of all our processes. We use a global KPMG application that records and monitors all investments effected within KPMG, including any personal investments of our partners and managers.

We use a global electronic system to monitor independence and conflicts of interest. This allows us to review and approve business relations between KPMG and clients within our global network of KPMG

offices and helps us ensure that KPMG member firm engagement teams provide only services which are not in conflict with our independence and impartiality

Annually at KPMG:

- We conduct internal tests to verify the adherence to internal corporate regulations.
- Selected engagements are reviewed by the staff of other KPMG member firms.
- Our employees participate professional training courses focusing on legal compliance and ethical conduct.
- Our employees are continuously asked to confirm their independence towards our audit clients.

### CONFIDENTIALITY

KPMG member firms follow strict internal confidentiality guidelines regarding client-related information. All KPMG employees including administrative, support, and technical department staff are obliged to maintain confidentiality.

### QUALITY AND RISK MANAGEMENT PRINCIPLES AND INSTRUMENTS

We have a comprehensive quality and risk management system in place that is fully compliant with the International Standard on Quality Management (ISQM 1), the codes of conduct for auditors, accounting experts, and attorneys-at-law, as well as rules required by international regulators.

### INSPIRING WORKING ENVIRONMENT AND ADHERENCE TO VALUES

Together, we create a motivating work environment and company culture. Adherence to our values by our employees is a prerequisite for maintaining the firm's reputation, which is why we take care to select suitable candidates and develop them professionally.

GRI 2-16 | 2-26

# KPMG Hotline and our Code of Conduct

All employees as well as any third party may make use of the KPMG International Hotline or KPMG’s whistleblowing system to report a problem or complain of unethical conduct.

We emphasize ethics at work, human rights, fair working conditions, and fair remuneration. We strictly reject any form of child or forced labour, do not tolerate discrimination, and support the right of employees to collective bargaining.

We ensure that our employees and business partners adhere to high ethical standards.

Our firm’s corporate culture and values are summed up in our Code of Conduct.





GRI 2-7 | 3-3

# We take care of our employees

We view every employee as a unique individual who has come to us to grow both personally and professionally.

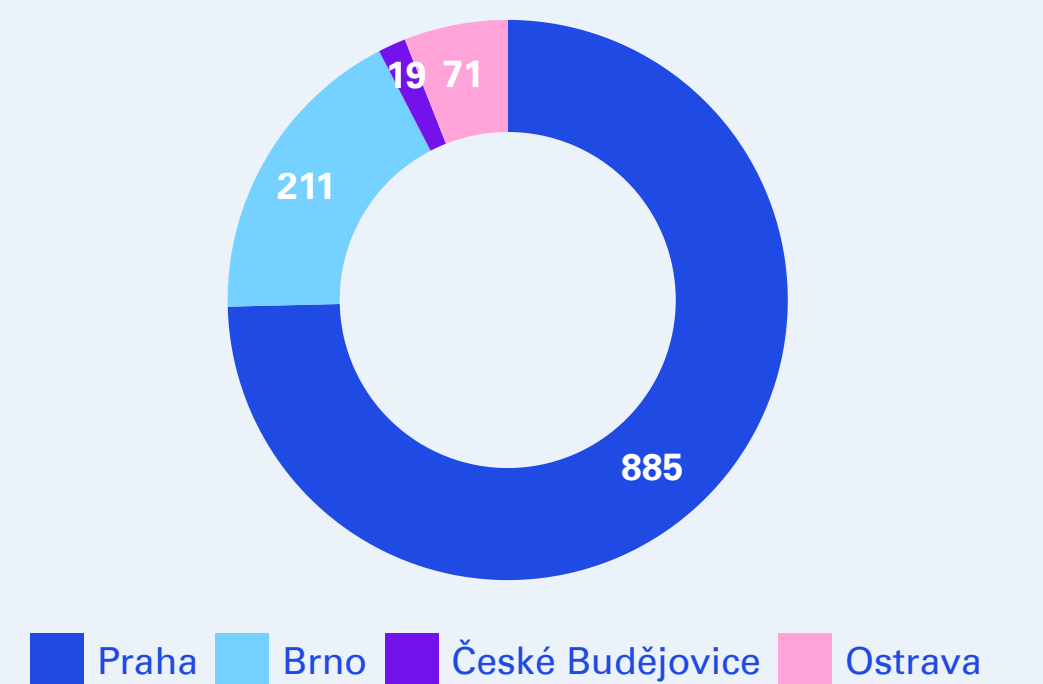
Highly qualified professionals are indispensable to us. We value our employees' knowledge and create an inspiring environment.



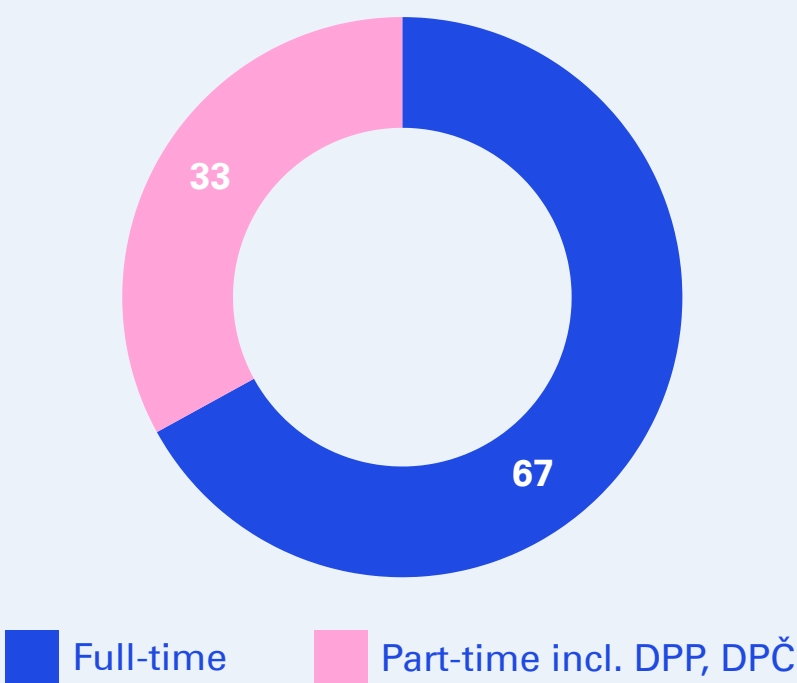




HOW MANY OF US ARE THERE ACROSS CZECH REPUBLIC



FULL-TIME VS PART-TIME ACROSS THE COMPANY (%)





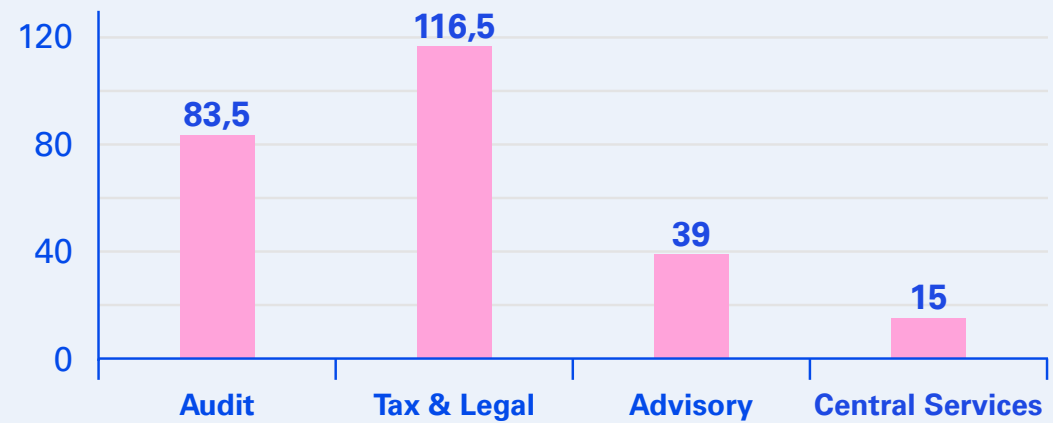
GRI 404-1 | 404-2

# Education and talent development

Education is one of our core values, and we support it both internally and outside KPMG. We listen to our employees and give them opportunities to engage in activities that strengthen their commitment and responsibility.



AVERAGE IN INDIVIDUAL DEPARTMENTS (HOURS)



Colleagues from the Tax and Audit departments received the most training. This was due to legislative requirements or KPMG International requirements related to the performance of their work.

The training and development of KPMG employees is largely provided by the KPMG Business Institute. It was founded according to international training schemes that guarantee a high level of quality in the courses offered. The KPMG Business Institute offers both technical and soft skills training courses, which are revised annually to respond to market and employee requirements.

KPMG supports technical training courses and professional certifications from, among others:

- ACCA (Association of Chartered Certified Accountants),
- Czech Chamber of Tax Advisors, Czech Chamber of Auditors
- Institute of Certified Accountants, ISACA and PRINCE2 focusing on project management.

Internally, we offer IT Academy courses where all employees can improve their computer skills.

We consider foreign languages as well as precise Czech indispensable. For all who want to improve their skills, we offer Language Academy courses. We regularly organise English and German lessons and provide Czech language lessons for foreign colleagues who have expanded our teams (e.g., after the Russian invasion of Ukraine).

The Development Academy allows each employee to spend at least two working days a year on personal development. Trained internal coaches are also available to all employees.

The above are complemented by other one-off events throughout the year, e.g., LinkedIn training sessions or Knowledge Cafés on various topics such as the possibilities of using AI.

Professional conferences also play an important role in education, and we participate in them as organizers, speakers, or attendees, both in the Czech Republic and internationally. Recently, we have spoken at conferences on compliance, the SAP Now conference, the SOCAIETY 2050 | Quo vadis homo? conference, and many others.

# Secondments abroad

The KPMG network offers short-term (up to 1 year) and long-term (2-5 years) internships in foreign offices through the KPMG Global Opportunities programme.

110

employees have participated in internships to date

3

employees were sent on an internship to **New Zealand** in FY 2024

# Opportunities for graduates

Our auditing, tax, and consulting services require high qualifications. That is why we accept university-educated candidates with an analytical mindset, primarily with a focus on economics, IT, and law.

Our recruitment campaigns thus target students and graduates. They can learn a lot about working for us on the blog [vyrostli-jsme.cz](#), where our employees describe what it's like to work at KPMG.

We offer both part-time internships and full-time positions.

During the selection process, junior candidates undergo online performance tests that verify their ability to work with texts and graphs, their analytical and logical thinking, and their knowledge of English. Interviews are conducted both online and offline.

Every year, we organize workshops, lectures, and competitions where we introduce our work to students and graduates. We also offer students the opportunity to try out a mock job interview. Many of our colleagues also lecture at universities throughout the country.

GRI 404-3

# Performance evaluations

At least twice a year, regular meetings are held between employees and their superiors, providing an opportunity for mutual feedback and open dialogue. The aim of these meetings is not only to evaluate work achievements and professional development, but also to support the personal growth of employees and jointly set the direction for the coming period.



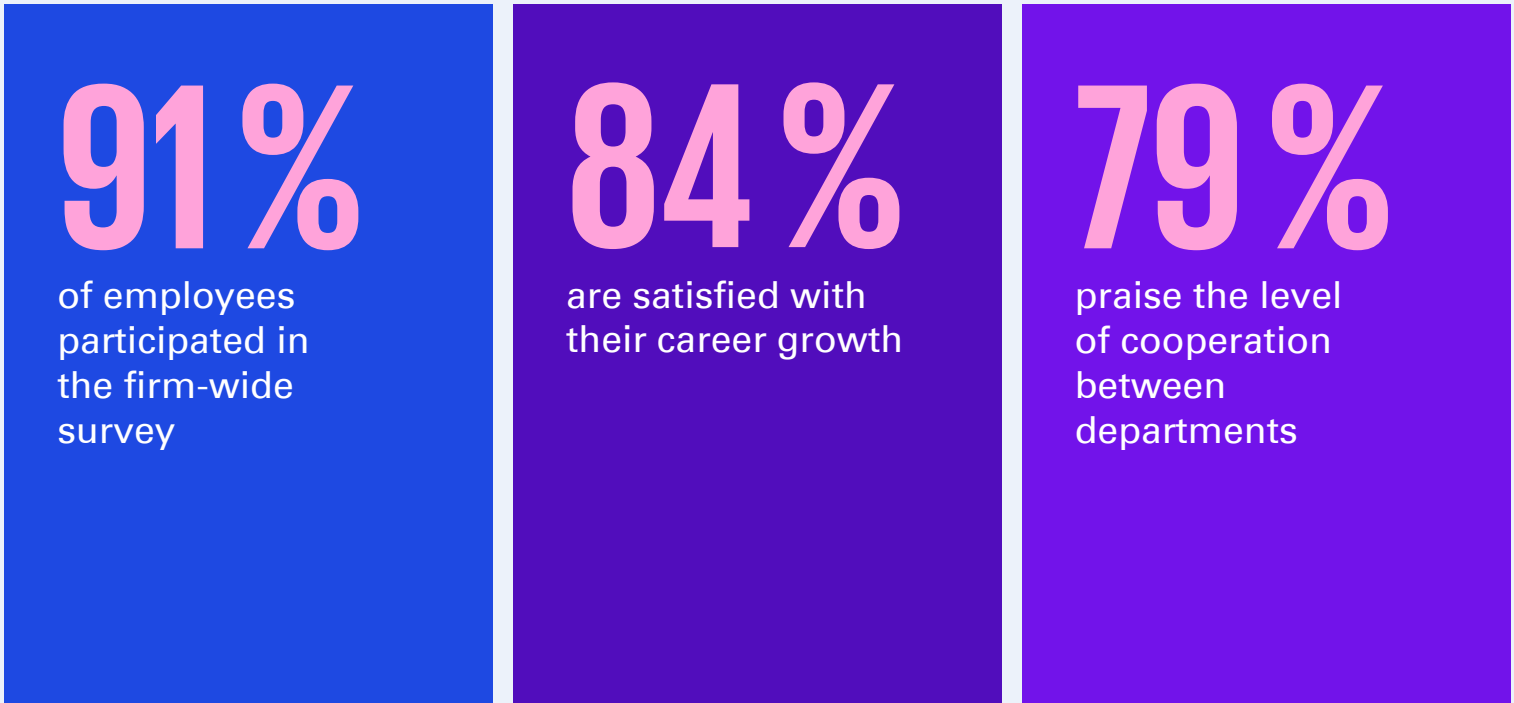


# Employee satisfaction survey

Every year, we ask employees in a global satisfaction survey how they feel about the firm, how they rate it, what they think of its performance and where they see room for improvement.

After evaluating the survey, we further clarify in smaller teams across divisions what specifically employees would see as possible solutions to the lowest-rated issues. Based on this feedback, we then develop an action plan that is communicated by the managing partner to all employees.

## INTERESTING NUMBERS FROM THE LATEST GPS SURVEY



2025’s new action plan will focus on **technology, communication, and leadership**.

Employees do not have to wait until this survey to express their opinions, ideas, or concerns. At any time, they can contact their manager, HR business partner, use the anonymous complaints box, or use the KPMG Hotline.

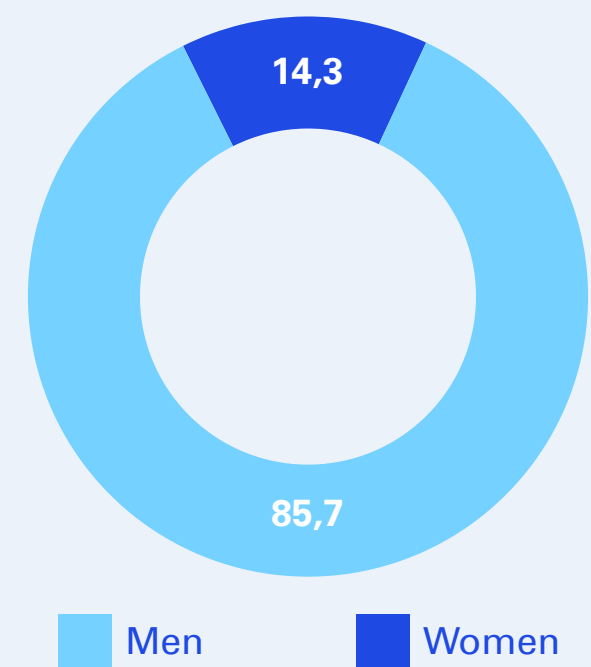
GRI 405-1

# Equal working conditions

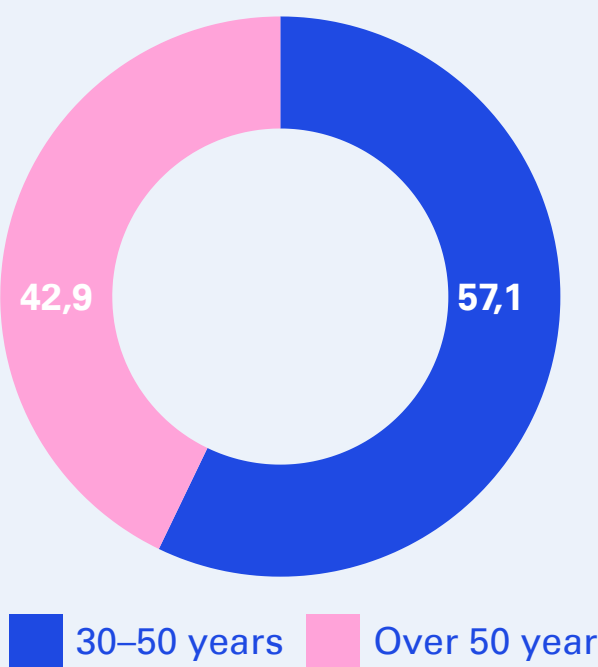
As part of a global network, we are building an open firm culture and safe environment for all individuals regardless of ethnicity, race, nationality, sexual orientation, or gender.

Our commitment to diversity was officially sealed in 2015 with our signing of the Diversity Charter.

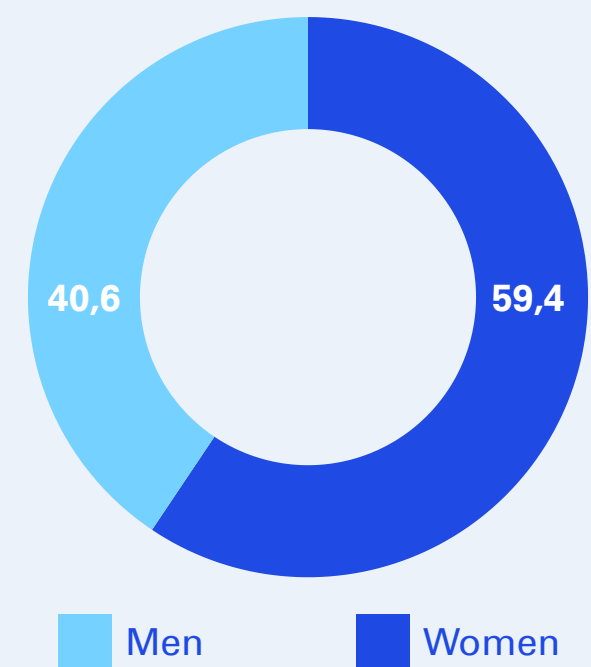
GENDER STRUCTURE OF MCO (%)



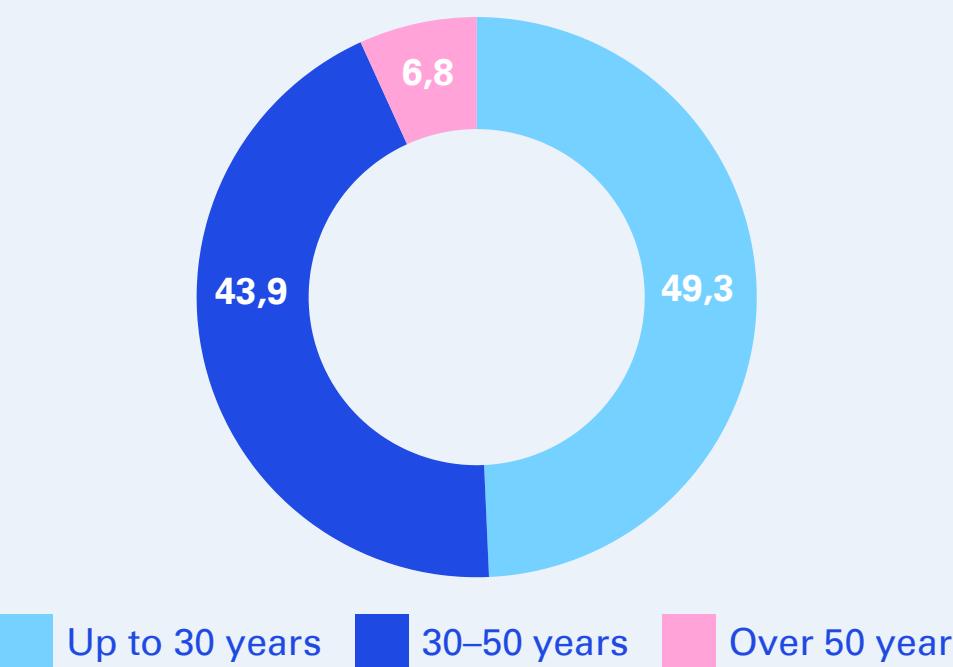
AGE STRUCTURE OF MCO (%)



GENDER STRUCTURE OF EMPLOYEES (%)



AGE STRUCTURE OF EMPLOYEES (%)





GRI 401-3

# Employees on maternity or parental leave

We always try to extend equal and flexible conditions to our employees on parental leave. If the type of work allows it and employees are interested, we offer employees the possibility to work part-time and adjust their work schedule.

In fiscal year 2024 a total of 171 our colleagues were on maternity or parental leave, i.e. 170 women and one man.

With all, we are in regular contact through teambuilding and social events and aim to make their return to work best fit their personal needs and possibilities

GRI 401-2

# Benefits

To our employees, we offer a wide array of benefits, which we review each year depending on the results of our annual employee satisfaction survey.

In a cafeteria system of optional perks, employees can select which benefits suit them most, including meal vouchers and educational, cultural, sports, wellness, and healthcare services and events. All employees other than partners are entitled to cafeteria benefits.

In the sports sphere, the firm offers contributions towards Multisport cards and race registration fees.

We fully cover membership fees for professional organisations and chambers.

As part of their employment relationship with KPMG, individuals may choose to receive life insurance with 24-hour global validity covering all work and private activities.

We also provide our employees with travel insurance on their international business trips.

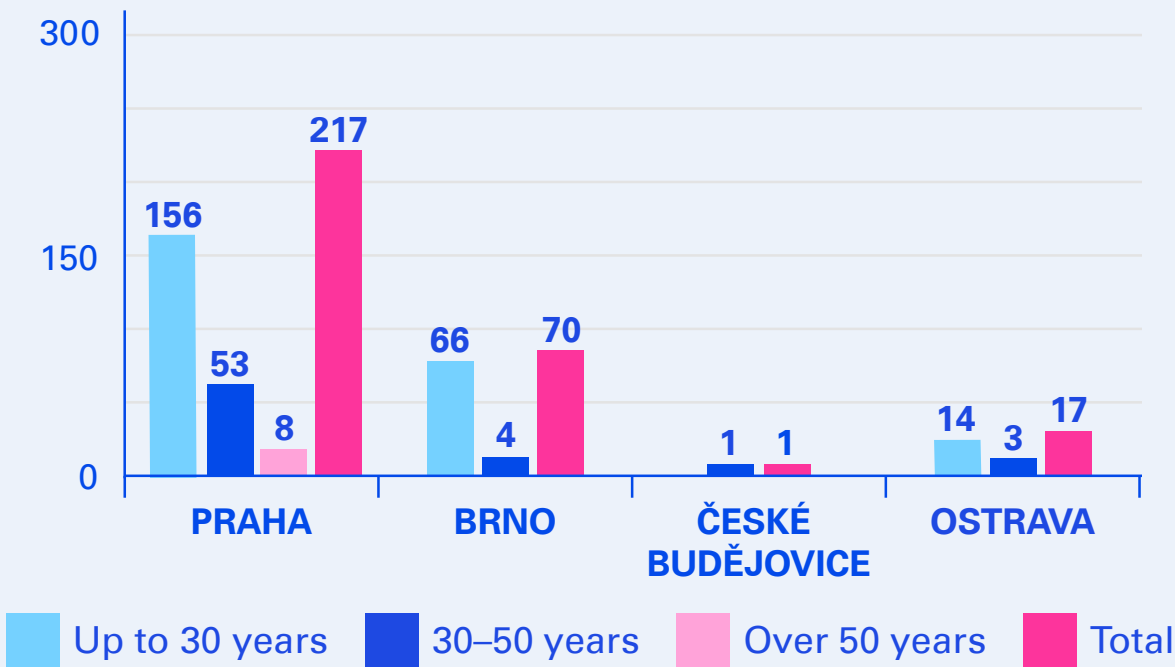
GRI 401-1

# Employee recruitment and turnover

Just like every year, in FY2024, we welcomed the largest number of newcomers in September. Most of them were graduates or master programme students. To the latter, we offer work experience on a part-time basis during their studies.

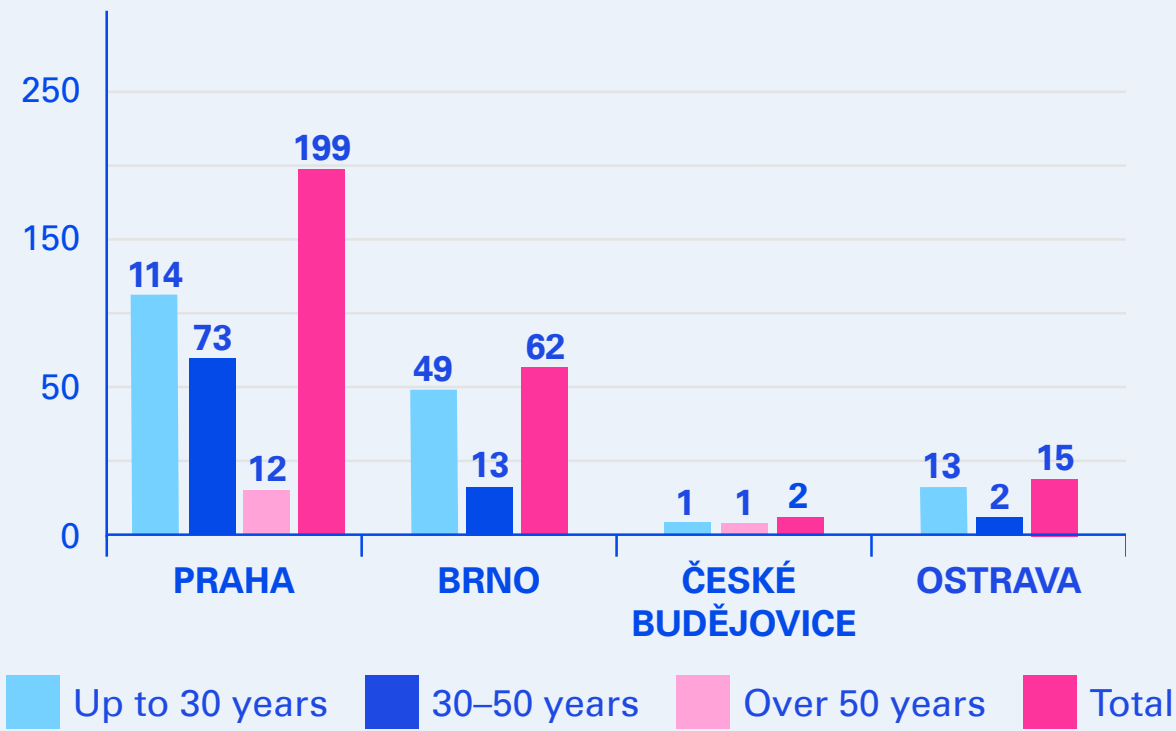
In fiscal year 2024, 305 new colleagues joined us, most of them filling junior positions. Every year, more than 3,500 students and graduates apply to us, while around 200 of them get hired. We also recruited many senior colleagues who contribute to the development of new services.

NEWCOMERS IN FISCAL YEAR 2024 BY AGE AND BRANCH (HEADCOUNT)

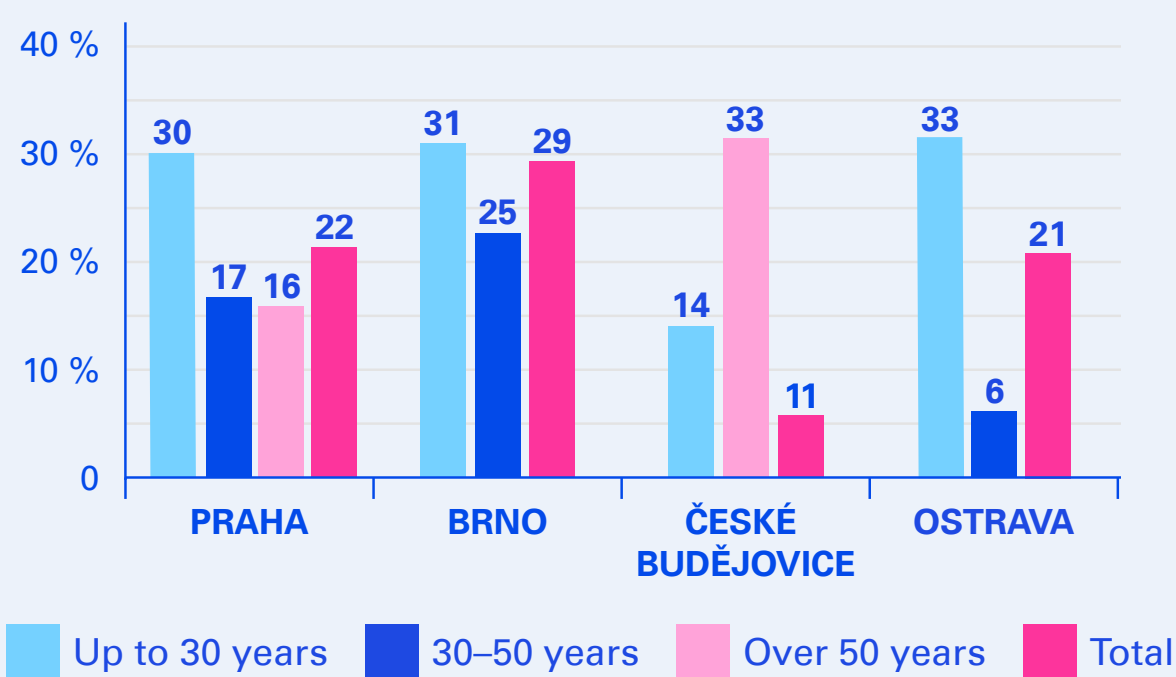


The turnover rate in fiscal year 2024 reached just under 24%. A total of 278 people left KPMG. The highest turnover rate is for Team Members, a position often held by students or university graduates. These individuals are often still searching for a field they would like to pursue.

DEPARTURES IN FISCAL YEAR 2024 BY AGE AND BRANCH (HEADCOUNT)



TURNOVER IN FISCAL YEAR 2024 BY AGE AND BRANCH (%)





GRI 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7

# Health and occupational safety

The physical and mental health of our employees is a very important issue for us. We strive to create a pleasant working environment and conditions that consider ergonomics, comfort and rest in addition to productivity and efficiency.

We arrange for all employees to have an initial check-up and try to motivate them to take good care of their health through, among other things, our Healthy Firm programme. For questions, consultations, or concerns relating to health and safety at work, HR business partners are available to help employees resolve the situation.

We carefully select our offices and their furnishings to create a representative yet pleasant environment.

Our workspaces are equipped with above-standard facilities and complemented by relaxation areas. All areas (including terraces) are non-smoking.

We regularly train our employees in fire safety.

Employees in crisis situations have access to psychological counselling.

In the fiscal year 2024, no work-related accidents or work-related serious illnesses were recorded.

As part of the **Healthy Firm** programme, we organize health-promoting activities during themed months.

This past year, we focused on:

- Healthy exercise in the office
- Mental health
- Sleep hygiene
- Cancer prevention
- Nutrition and diet
- First aid

The programme also encourages employees to participate in sports. One of our colleagues’ favourite sports is running. This year, we again participated in the Prague Relay and the nationwide sports challenge Go to Work by Bike, Walk or Trot.

Last year, we were a partner of the Night Runs in the cities where we have offices. We are also a partner of the legendary Velká kunratická race, in which we also participated.

Last year, we provided our employees with several consultations with a physiotherapist, and once a year we organize preventive eye examinations, pigment checks, and body composition measurements, followed by consultations with specialists.

GRI 413-1

# CSR activities

We support our employees in their volunteer activities during working hours and in their free time. CSR activities contribute to development and help where it is needed.

## DOBRODĚNÍ

We regularly organize events focused on sustainability and current social issues, involving non-profit organisations and social enterprises.

Last year, we held several blood drives at our offices, organized a Climate Mosaic workshop, and participated in the Liga Cup and Sue Ryder Charity Cup charity sports tournaments.

We organize two charity races – KPMG’s Extra Mile, which includes the Bank of the Year Race, and KPMG’s Night of Records. Entry fees went to support children and young people participating in sports at the Spartak Praha 4 athletics club.

## DOBRODAYS

Every employee can devote one working day (two working days at the branches) to helping a non-profit organisation of their choice or participate in a group DobroDay event.

In the fiscal year 2024:



## FINANCIAL SUPPORT FOR THE NONPROFIT SECTOR

We also provide financial support for our employees’ charitable activities.

At the suggestion of employees, public benefit organisations can receive a grant from the DobroFund or a financial contribution from the employee fundraising campaign, which we always supplement with a donation from the firm’s matching fund.

We donated a total of CZK 1 447 154 to non-profit organisations in fiscal year 2024. Of this amount:





GRI 413-1

# We help with what we do best

We support responsible entrepreneurship among the younger generation and help non-profit organisations streamline their operations.

Using our expertise and skills, we guide non-profit organisations and social enterprises on their path to sustainability. Every year, we help dozens of non-profit organisations and social enterprises solve their most pressing problems.

## Pro bono engagements for the non-profit sector

To selected non-profit organisations, we provide our services completely free of charge or at prices reduced to suit their financial capabilities.

**4 820**  
hours of professional support were provided to non-profit organisations

**All departments**  
got involved in helping non-profit organisations

# Path to sustainability

Our Path to Sustainability programme offers three types of support for non-profit organisations:

- Professional training:  
We organise free training courses for representatives of non-profit organisations led by our experts. The training topics are financial management, legal basics, tax issues and marketing.
- Mentoring programme:  
Each organisation can take advantage of 16 hours of consultations. We assign mentors to non-profit organisations based on their needs and the expertise of KPMG employees.
- Service grants:  
Our service grants involve commercial services that we provide to non-profit organisations for a symbolic price. Organisations undergo a selection process.

Non-profit organisations can find a complete overview of support options and applications at [cestakudrzitelnosti.cz](https://cestakudrzitelnosti.cz).





GRI 2-28

# We help Czech entrepreneurs succeed

We are partners for global corporations as well as local businesses, NGOs, and non-profit organisations.

We actively seek collaboration with start-ups and smaller companies that offer interesting technologies, e.g., in the fintech sector or advanced data analytics.

We are developing ESG and sustainability consulting services and are contributing to the development of society together with our clients. We are building a more sustainable future with the KPMG IMPACT network.

We are members of more than 30 professional and trade organisations and participate in expert and working groups. In 2021, we joined the Czech Green Building Council, which brings together companies that support new construction and renovation based on sustainability principles. We are members of the Změna k lepšímu (Change for the Better) and the Asociace udržitelného podnikání (Sustainable Business Association) organisations.

# We pass on our know-how

Our expert teams regularly discuss the trends, needs, and challenges facing the market. We pass on our knowledge to the professional public in studies, conferences, and professional meetings.

The latest in finance, tax, accounting, legislation, and law is summarised monthly in our free Tax and Legal Update, which has several thousand subscribers. Every year we also publish a customer experience study and a ranking of the 100 best customer experiences in the Czech Republic, this year under the name **CX in the Czech Republic 2024**. We assess customer experience through six pillars that help us define areas where the brand has room for growth or, conversely, excels.

We have a long-term partnership with the University of Economics. Every year, we participate in the ŠANCE job fair and are the general partner of the Data Festival. Our experts regularly give lectures to students.



GRI 2-24

# We function responsibly

We incorporate sustainability into all firm’s activities and work every day to reduce our carbon footprint.

GRI 3-3 | 308-1 | 414-1

## We are a demanding and socially responsible customer

We purchase responsibly and incorporate elements of responsibility and sustainability into our daily operations. We require a responsible approach from our suppliers and involve non-profit organisations and social enterprises in our supply chain.

Our strategic and important suppliers undergo a rigorous selection process. The main criteria include quality, reliability, stability, prices, and delivery terms. We also pay attention to the supplier’s reputation and whether they conduct business responsibly. Another important criterion in selecting a supplier is the issue of independence.

Our suppliers undertake to comply with our Supplier Code of Conduct. By signing this code, they confirm that they comply with laws and ethics, respect human rights, and protect the environment.

At KPMG, we make every effort to purchase from domestic companies and entrepreneurs.

GRI 305-1 | 305-2 | 305-3 | 305-5

## Reducing our carbon footprint

We regularly monitor our carbon footprint and look for new ways to reduce it. Since 2010, we have been supported in this effort by the KPMG Global Initiative.

We have signed up to KPMG’s global commitments:

We want to achieve **carbon neutrality by 2050.**

We will **reduce our CO2 emissions by 50%** compared to the fiscal year 2019 by 2030.

By 2030, we will use **energy exclusively from renewable sources.**



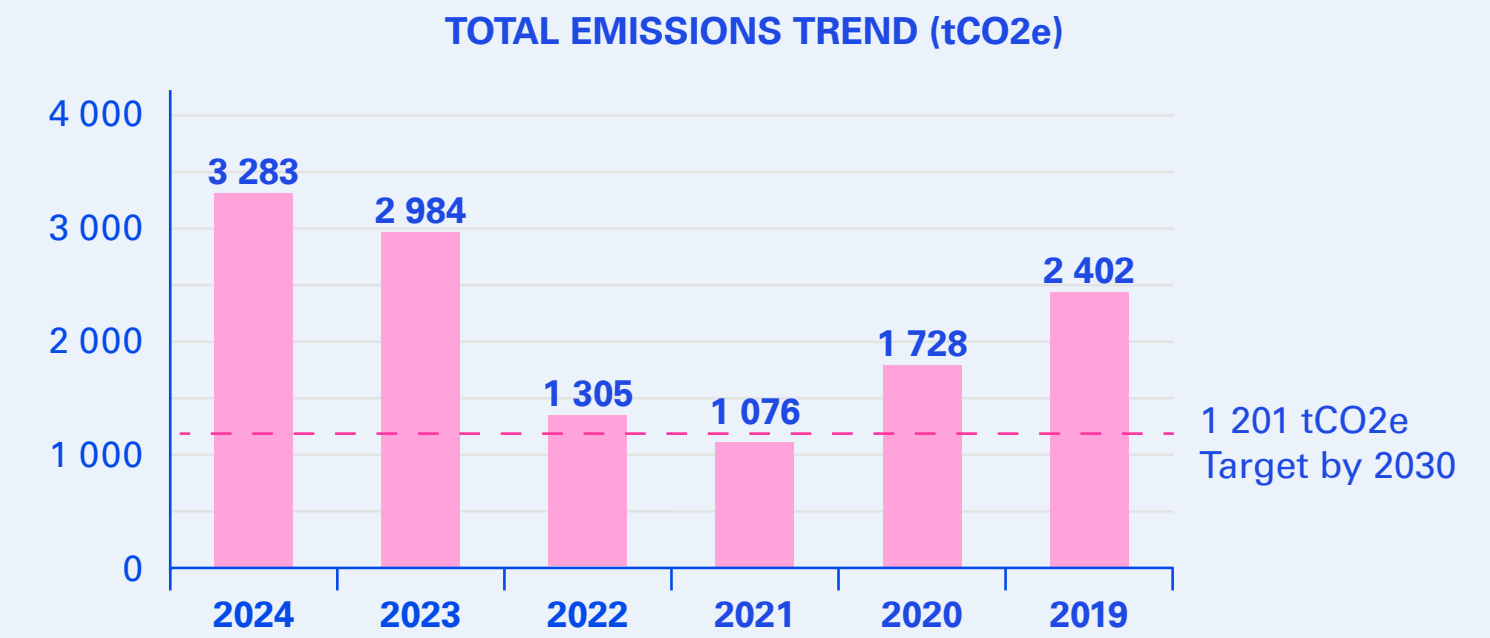
The decarbonization process is complex and requires a lot of time and effort. At KPMG, we want to take a responsible approach to reducing our carbon footprint. KPMG International has, therefore, decided to extend the deadline for achieving carbon neutrality from 2030 to 2050.

KPMG Czech Republic has joined this commitment. Our common goal remains to halve emissions by 2030 compared to 2019 and to use energy from renewable sources as much as possible.

Our branches in Brno, Ostrava, and České Budějovice use only clean energy. In fiscal year 2025, solar panels will be installed on the roof of our Prague branch, which will cover part of our daily consumption.

Since fiscal year 2023, we have been refining our carbon footprint measurements, which is reflected in an increase in total emissions. Scope 1 emissions are on a downward trend, thanks to lower heat consumption and a reduction in the number of kilometres travelled. Scope 2 has been affected by the strategic expansion of our Moravian branches, and we expect a decline here in the next period.

The increase in total emissions is mainly due to Scope 3, specifically the purchase of goods and services, which was newly included in the calculations in the previous period, as well as a higher number of business trips.



	2024	2023	2022	2021	2020	2019
Scope 1	266	298	323	334	352	424
Scope 2	558	482	491	500	650	732
Scope 3	2 459	2 204	491	242	726	1 246
Scope 1, 2, 3 per employee (tCO <sub>2</sub> e/headcount)	2,77	2,55	1,18	0,95	1,60	2,11

A complete and accurate calculation of the carbon footprint is essential when setting a functional reduction strategy. In the coming years, we plan to supplement this by including data on employees commuting to offices.

We previously measured our carbon footprint on a calendar year basis, but in 2021, the reporting period was changed to the fiscal year, i.e., the period from October to September. To ensure comparable baseline data, we recalculated emissions for 2019 and 2020 retrospectively. The data presented in previous sustainability reports, therefore, differs. We use a methodology developed by KPMG International to calculate our carbon footprint, which is based on the Greenhouse Gas Protocol and Defra Reporting.

The methodology was updated in fiscal year 2024, which may partially distort the data reported in the last period. To ensure comparability, the carbon footprint for the period 2019–2024 will be recalculated during the following year according to the latest methodology, and Scope 3 will be retroactively added. We will publish the results in the 2025 report.

GRI 306-4

# Circular office

We work with the principles of the circular economy and show our employees how they can operate more sustainably in their own households.

TOTAL VS. RECYCLED WASTE (KG)						
	2024	2023	2022	2021	2020	2019
Recyclable waste	15 490	6 626	6 499	5 363	7 466	6 734
Total waste	39 484	32 058	37 082	44 861	47 477	35 143

We are increasing the proportion of waste intended for recycling in the total amount of waste.

We have recently started sorting organic waste at our Prague office, which we compost in our own composters. We have also started sorting coffee grounds, which we separate from organic waste due to their large volume. In fiscal year 2024, we arranged for their collection and further processing. Thanks to cascade recycling, they are used to make cosmetic products, dyes, and biomass.

We have expanded our range of corporate hospitality items to include wallets, fanny packs, and cases made from old sails and roll-up banner parts. We recycled 16,3 m2 of material and had unique and practical accessories made from it.

We educate our colleagues on sustainability issues and show them how to produce as little waste as possible.

## SHARED FOOD CONTAINERS

Thanks to shared containers in the kitchenettes, colleagues can bring their lunch without using disposable packaging.

## SWAP RACK

We SWAP! In the Prague office, colleagues can hang unused clothing on the swap rack and choose something for themselves in return.

## CLOTHES DONATIONS

In Prague and other branches, we collect clothing that employees no longer use and donate it to those in need. Most often to Klub svobodných matek, z. s. (Single Mothers Club) and Nadace Moment (Moment Foundation).

## NO DISPOSABLE CUPS

Instead of disposable cups, we use mugs and glasses. For employee social events, we use returnable hard plastic cups.



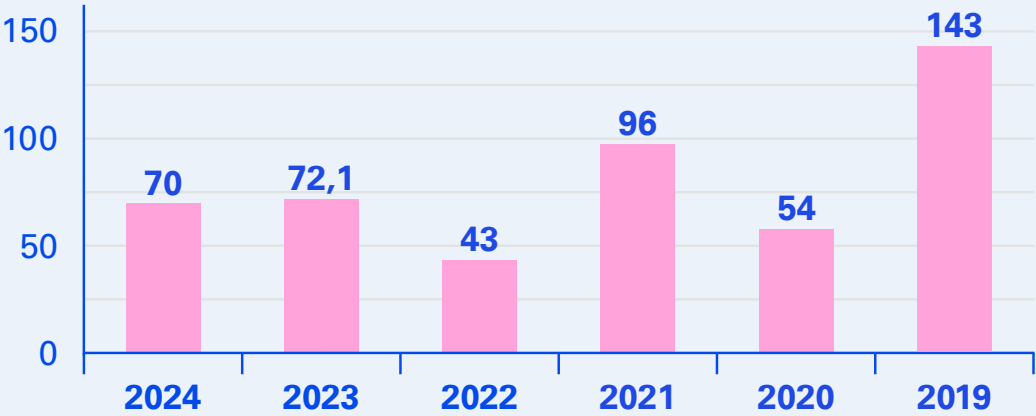
GRI 306-5

# Green firm

To protect the environment, control and minimize potential risks, we implemented an integrated environmental management system in accordance with ISO 14001. Every year, we undergo internal and external audits. In October 2023, we successfully passed the recertification process again and hold ISO 14001 certification valid until 2026.

We have long been involved in REMA Systém’s Green firm project, which collects used electrical equipment and batteries. Our employees also regularly participate in the collection. For the 2024 fiscal year, 70 kg were disposed of in an environmentally friendly manner.

RECYCLED E-WASTE (KG)





# GRI Index

GENERAL DISCLOSURES					
		Location/response	Omitted requirements	Reason	Explanation
GRI 2: General Disclosures 2021	2-1 Organisational details	KPMG in the Czech Republic			
	2-2 Entities included in the organisation's sustainability reporting	KPMG in the Czech Republic About this report			
	2-3 Reporting period, frequency and contact point	About this report			
	2-4 Restatements of information	In fiscal year 2024, data for fiscal year 2023 was adjusted for the age distribution of MCOs and the number of employees who returned from maternity/parental leave in the previous year. In both cases, the data had been entered incorrectly.			
	2-5 External assurance	The sustainability report is not audited.			
	2-6 Activities, value chain and other business relationships	Services provided by KPMG in the Czech Republic About KPMG			
	2-7 Employees	We take care of our employees GRI Data			
	2-8 Workers who are not employees	GRI Data			
	2-9 Governance structure and composition	Management and organisational structure			
	2-10 Nomination and selection of the highest governance body	Management and organisational structure			
	2-11 Chair of the highest governance body	Management and organisational structure			
	2-12 Role of the highest governance body in overseeing the management of impacts	Management and organisational structure			
	2-13 Delegation of responsibility for managing impacts	Management and organisational structure			
	2-14 Role of the highest governance body in sustainability reporting	Introductory remarks by Managing Partner			
	2-15 Conflicts of interest	Transparency report 2024, p. 26			



GENERAL DISCLOSURES					
		Location/response	Omitted requirements	Reason	Explanation
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Crisis situations are handled by the management committee, i.e. the top management of our company. No such situations needed to be resolved during the reporting period. KPMG Hotline and the Code of Conduct			
	2-17 Collective knowledge of the highest governance body	Management and organisational structure			
	2-18 Evaluation of the performance of the highest governance body	Management and organisational structure			
	2-19 Remuneration policies	Transparency report 2024, p. 38			
	2-20 Process to determine remuneration	Transparency report 2024, p. 38			
	2-21 Annual total compensation ratio			Information not available	
	2-22 Statement on sustainable development strategy	Sustainability strategy			
	2-23 Policy commitments	Sustainability strategy We act ethically and transparently			
	2-24 Embedding policy commitments	Introductory remarks by Managing Partner Introductory remarks by Partner in charge of CSR Sustainability strategy We act ethically and transparently Sustainable Development Goals (SDGs) We function responsibly			
	2-25 Processes to remediate negative impacts	Transparency report 2024, p. 9, 32			
	2-26 Mechanisms for seeking advice and raising concerns	KPMG Hotline and Code of Conduct			
	2-27 Compliance with law and regulations	Transparency report 2024, p. 24-27			
	2-28 Membership associations	We help Czech entrepreneurs succeed			
	2-29 Approach to stakeholder engagement	Stakeholder dialogue			
	2-30 Collective bargaining agreements			Our employees are neither unionised nor subject to collective bargaining	

MATERIAL TOPICS					
		Location/response	Omitted requirements	Reason	Explanation
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder dialogue			
	3-2 List of material topics	Stakeholder dialogue			
	3-3 Management of material topics	Stakeholder dialogue We act ethically and transparently			
ECONOMIC PERFORMANCE					
GRI 3: Material Topics 2021	3-3 Management of material topics	We act ethically and transparently			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial indicators			
	201-2 Financial implications and other risks and opportunities due to climate change			Information not available	
	201-3 Defined benefit plan obligations and other retirement plans			Not relevant	
	201-4 Financial assistance received from government	No governmental financial support was received in 2024.			
ANTI-CORRUPTION					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	Transparency report 2024, p. 24-27			
	205-2 Communication and training about anti-corruption policies and procedures	Transparency report 2024, p. 24-27			
	205-3 Confirmed incidents of corruption and actions taken	In the monitored period no corruption incident was identified.			



ANTI-COMPETITIVE BEHAVIOR					
		Location/response	Omitted requirements	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No sanctions were imposed for breaches of competition rules.			
ENERGY					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Reducing our carbon footprint GRI Data			
	302-2 Energy consumption outside of the organisation	GRI Data			
	302-3 Energy intensity			No comprehensive information	
	302-4 Reduction of energy consumption	GRI Data			
	302-5 Reductions in energy requirements of products and services			No comprehensive information	

EMISSIONS					
		Location/response	Omitted requirements	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Reducing our carbon footprint			
	305-2 Energy indirect (Scope 2) GHG emissions	Reducing our carbon footprint			
	305-3 Other indirect (Scope 3) GHG emissions	Reducing our carbon footprint			
	305-4 GHG emissions intensity	GRI Data			
	305-5 Reduction of GHG emissions	Reducing our carbon footprint			
	305-6 Emissions of ozone-depleting substances (ODS)			Not relevant	Not a material topic
	305-7 Nitrogen oxides (NOx), sulfur oxides (Sox), and other significant air emissions			Not relevant	Not a material topic
WASTE					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts			Not relevant	Not a material topic
	306-2 Management of significant waste-related impacts			Not relevant	Not a material topic
	306-3 Waste generated	GRI Data			



WASTE					
Location/response		Omitted requirements		Reason	Explanation
GRI 306: Waste 2020	306-4 Waste diverted from disposal	GRI Data Circular office			
	306-5 Waste directed to disposal	GRI Data Green firm			
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue We are a demanding and socially responsible customer			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	We are a demanding and socially responsible customer			
	308-2 Negative environmental impacts in the supply chain and actions taken	In the monitored period no significant adverse effects were indentfied in the supplier chain.			
EMPLOYMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue We take care of our employees			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee recruitment and turnover GRI Data			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits			
	401-3 Parental leave	Employees on maternity or parental leave GRI data			

LABOR/MANAGEMENT RELATIONS					
		Location/response	Omitted requirements	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue We take care of our employees			
GRI 402: Labor/ Management Relations 2016	402-1 Minimun notice periods regarding operational changes	In accordance with the Labour Code			
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue We take care of our employees			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	100% Health and occupational safety			
	403-2 Hazard identification, risk assessment, and incident investigation	Health and occupational safety			
	403-3 Occupational health services	Health and occupational safety			
	403-4 Worker participation, consultation, and communication on occupational health and safety	100% Health and occupational safety			
	403-5 Worker training on occupational health and safety	100% Health and occupational safety			
	403-6 Promotion of worker health	Health and occupational safety			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and occupational safety			
	403-8 Workers covered by an occupational health and safety management system	100%			
	403-9 Work-related injuries	In the reported period, no work accidents occurred.			
	403-10 Work-related ill health	No occupation diseases were indentified in the monitored period.			

TRAINING AND EDUCATION					
Location/response		Omitted requirements	Reason	Explanation	
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue We take care of our employees			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Education and talent development			
	404-2 Programs for upgrading employee skills and transition assistance programs	Education and talent development			
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance evaluations			
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue KPMG Hotline and Code of Conduct We take care of our employees			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equal working conditions GRI Data			
	405-2 Ratio of basic salary and remuneration of women to men			Information not available	
NON-DISCRIMINATION					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue KPMG Hotline and Code of Conduct We take care of our employees			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In the monitored period no discrimination incident was identified.			



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
	Location/response		Omitted requirements	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	KPMG Hotline and Code of Conduct		Legislative framework	The right to freedom of association and collective bargaining is enshrined in the legal system of the Czech Republic.
CHILD LABOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	KPMG Hotline and Code of Conduct		Legislative framework	The prohibition od child labour is enshrined in the legal system of the Czech Republic.
FORCED OR COMPULSORY LABOR					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	KPMG Hotline and Code of Conduct		Legislative framework	The prohibition of forced and compulsory labour is enshrined in the legal system of the Czech Republic.

RIGHTS OF INDIGENOUS PEOPLES					
		Location/response	Omitted requirements	Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	0			
LOCAL COMMUNITIES					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	DobroDění Path to sustainability			
	413-2 Operations with significant actual and potential negative impacts on local communities			Not relevant	
SUPPLIER SOCIAL ASSESSMENT					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue We are a demanding and socially responsible customer			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	We are a demanding and socially responsible customer			
	414-2 Negative social impacts in the supply chain and actions taken	No adverse impacts were identified.			

PUBLIC POLICY					
Location/response		Omitted requirements		Reason	Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 415: Public Policy 2016	415-1 Political contributions	KPMG does not support any political parties or groupings.			
CUSTOMER PRIVACY					
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder dialogue			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	0			



# GRI Data

## 2-7 EMPLOYEES

(Headcount as of the last day of the fiscal year, i.e. 30 September 2024)

Scope includes active employees and excludes those on parental leave without active contract and company executives.

TOTAL NUMBER OF EMPLOYEES BY REGION OFFICE*	FY2024			FY2023			FY2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Praha	509	376	885	490	381	871	470	373	843
Brno	129	82	211	120	87	207	108	62	170
České Budějovice	17	2	19	20	2	22	23	2	25
Ostrava	50	21	71	48	20	68	46	20	66
Total	705	481	1 186	678	490	1 168	647	457	1 104

\*discrepancy between total numbers in each FY due to changes in parental leavers and contract types.

TOTAL NUMBER OF EMPLOYEES BY REGION OFFICE	FY2024								
	PERMANENT			TEMPORAL			DPP, DPČ		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Praha	398	310	708	24	14	38	87	52	139
Brno	97	61	158	10	4	14	22	17	39
České Budějovice	16	2	18	1	0	1	0	0	0
Ostrava	39	20	59	1	0	1	10	1	11
Total	550	83	943	36	18	54	119	70	189

TOTAL NUMBER OF EMPLOYEES BY REGION OFFICE	FY2023								
	PERMANENT			TEMPORAL			DPP, DPČ		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Praha	356	323	679	35	13	48	99	45	144
Brno	95	58	153	6	6	12	19	23	42
České Budějovice	15	2	17	4	0	4	1	0	1
Ostrava	35	19	54	2	0	2	11	1	12
Total	501	79	903	47	19	66	130	69	199

TOTAL NUMBER OF EMPLOYEES BY REGION OFFICE	FY2022								
	PERMANENT			TEMPORAL			DPP, DPČ		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Praha	345	319	664	15	6	21	110	48	158
Brno	83	45	128	5	2	7	20	15	35
České Budějovice	14	2	16	6	0	6	3	0	3
Ostrava	34	16	50	0	0	0	12	4	16
Total	476	63	858	26	8	34	145	67	212

TOTAL NUMBER OF EMPLOYEES BY REGION OFFICE	FY2024					
	FULL-TIME			PART-TIME INCL. DPP, DPČ		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Praha	308	301	609	201	75	276
Brno	73	55	128	56	27	83
České Budějovice	13	2	15	4	0	4
Ostrava	27	15	42	23	6	29
Total	421	373	794	284	108	392

TOTAL NUMBER OF EMPLOYEES BY REGION OFFICE	FY2023					
	FULL-TIME			PART-TIME INCL. DPP, DPČ		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Praha	292	307	599	198	74	272
Brno	69	53	122	51	34	85
České Budějovice	15	2	17	5	0	5
Ostrava	26	16	42	22	4	26
Total	402	378	780	276	112	388

TOTAL NUMBER OF EMPLOYEES BY REGION OFFICE	FY2022					
	FULL-TIME			PART-TIME INCL. DPP, DPČ		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Praha	281	306	587	189	67	256
Brno	61	41	102	47	21	68
České Budějovice	16	2	18	7	0	7
Ostrava	23	13	36	23	7	30
Total	381	362	743	266	95	361



TOTAL NUMBER OF EMPLOYEES BY CATEGORIES	FY2024				
	PRAHA	BRNO	ČB	OSTRAVA	TOTAL
Partner	28	1	0	0	29
Director	25	1	0	0	26
Senior Manager	53	6	0	0	59
Manager	77	7	1	4	89
Senior Team Member	362	55	12	30	459
Team Member	340	141	6	37	524
Total	885	211	19	71	1 186

TOTAL NUMBER OF EMPLOYEES BY CATEGORIES	FY2023				
	PRAHA	BRNO	ČB	OSTRAVA	TOTAL
Partner	28	1	0	0	29
Director	19	1	0	0	20
Senior Manager	54	4	0	0	58
Manager	69	8	0	3	80
Senior Team Member	347	46	13	27	433
Team Member	354	147	9	38	548
Total	871	207	22	68	1 168

TOTAL NUMBER OF EMPLOYEES BY CATEGORIES	FY2022				
	PRAHA	BRNO	ČB	OSTRAVA	TOTAL
Partner	28	0	0	0	28
Director	18	2	0	0	20
Senior Manager	51	3	0	0	54
Manager	58	8	0	2	68
Senior Team Member	349	37	12	22	420
Team Member	339	120	13	42	514
Total	843	170	25	66	1 104

2-8 WORKERS WHO ARE NOT EMPLOYEES

(Headcount as of the last day of the fiscal year, i.e. 30 September 2024)

Scope includes workers with external contract, freelancers and company executives

	FY2024	FY2023	FY2022
Total number	77	68	58
External contracts*	45	44	N/A

\*monitoring started in fiscal year 2023

401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

(Headcount as of the last day of the fiscal year, i.e. 30 September 2024)

Scope includes active employees and excludes those on parental leave without active contract and company executives.

NEW EMPLOYEE HIRES	FY2024						
	UNDER 30		30 - 50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	94	62	24	29	3	5	217
Brno	32	34	2	2	0	0	70
České Budějovice	0	0	1	0	0	0	1
Ostrava	10	4	2	1	0	0	17
Total	136	100	29	32	3	5	305

NEW EMPLOYEE HIRES	FY2023						
	UNDER 30		30 - 50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	77	62	24	17	4	5	189
Brno	27	34	2	3	0	0	66
České Budějovice	3	0	1	0	0	0	4
Ostrava	6	3	3	0	0	0	12
Total	113	99	30	20	4	5	271

NEW EMPLOYEE HIRES	FY2022						
	UNDER 30		30 - 50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	88	73	30	25	1	5	222
Brno	35	30	1	1	0	0	67
České Budějovice	6	0	2	0	0	0	8
Ostrava	11	6	1	0	0	0	18
Total	140	109	34	26	1	5	315



NUMBER OF EMPLOYEE TURNOVER	FY2024						
	UNDER 30		30-50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	56	58	39	34	5	7	199
Brno	23	26	6	7	0	0	62
České Budějovice	1	0	0	0	1	0	2
Ostrava	8	5	1	1	0	0	15
Total	88	89	46	42	6	7	278

NUMBER OF EMPLOYEE TURNOVER	FY2023						
	UNDER 30		30-50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	45	56	40	39	2	6	188
Brno	15	21	3	2	1	0	42
České Budějovice	2	0	6	0	0	0	8
Ostrava	3	3	3	1	0	0	10
Total	65	80	52	42	3	6	248

NUMBER OF EMPLOYEE TURNOVER	FY2022						
	UNDER 30		30-50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	68	55	42	37	3	5	210
Brno	22	17	7	4	0	1	51
České Budějovice	3	0	1	0	1	0	5
Ostrava	3	3	2	1	0	0	9
Total	96	75	52	42	4	6	275

RATE OF EMPLOYEE TURNOVER	FY2024						
	UNDER 30		30-50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	24,56 %	38,16 %	16,18 %	18,18 %	12,50 %	18,92 %	22,49 %
Brno	25,27 %	38,24 %	15,79 %	50,00 %	0,00 %	0,00 %	29,38 %
České Budějovice	14,29 %	0,00 %	0,00 %	0,00 %	33,33 %	0,00 %	10,53 %
Ostrava	29,63 %	41,67 %	4,35 %	11,11 %	0,00 %	0,00 %	21,13 %
Total	24,93 %	38,36 %	14,89 %	19,81 %	13,95 %	18,92 %	23,44 %

RATE OF EMPLOYEE TURNOVER	FY2023						
	UNDER 30		30-50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	23,32 %	38,36 %	16,19 %	20,74 %	4,00 %	12,77 %	21,58 %
Brno	19,23 %	32,81 %	7,32 %	8,70 %	100,00 %	0,00 %	20,29 %
České Budějovice	28,57 %	0,00 %	66,67 %	0,00 %	0,00 %	0,00 %	36,36 %
Ostrava	15,00 %	27,27 %	11,11 %	11,11 %	0,00 %	0,00 %	14,71 %
Total	21,81 %	36,20 %	16,05 %	19,00 %	5,36 %	12,50 %	21,23 %

RATE OF EMPLOYEE TURNOVER	FY2022						
	UNDER 30		30-50		OVER 50		TOTAL
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	
Praha	31,48 %	32,74 %	19,35 %	21,26 %	8,11 %	16,13 %	24,91 %
Brno	29,73 %	36,17 %	21,21 %	26,67 %	0,00 %	0,00 %	30,00 %
České Budějovice	27,27 %	0,00 %	12,50 %	0,00 %	25,00 %	0,00 %	20,00 %
Ostrava	11,54 %	17,65 %	10,00 %	33,33 %	0,00 %	0,00 %	13,64 %
Total	29,36 %	32,33 %	18,71 %	21,65 %	9,52 %	19,35 %	24,91 %

405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

(numbers are in headcount as of the last day of the fiscal year, i.e. 30 September 2024)  
Scope includes active employees and excludes those on parental leave without active contract and company executives.

MCO BY POSITION	FY2024			FY2023			FY2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Partner	1 (14,29 %)	6 (85,71 %)	7	1 (14,29 %)	6 (85,71 %)	7	1 (16,67 %)	5 (83,33 %)	6

MCO BROKEN DOWN BY AGE	FY2024				FY2023				FY2022			
	UNDER 30	30-50	OVER 50	TOTAL	UNDER 30	30-50	OVER 50	TOTAL	UNDER 30	30-50	OVER 50	TOTAL
Partner	0 (0 %)	4 (57,14 %)	3 (42,86 %)	7	0 (0 %)	4 (57,14 %)	3 (42,86 %)	7	0 (0%)	1 (16,67 %)	5 (83,33 %)	6

MCO AGE STRUCTURE	FY2024			FY2023			FY2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Under 30	0	0	0	0	0	0	0	0	0
30 - 50	0	4	4	0	4	4	0	1	1
Over 50	1	2	3	1	2	3	1	4	5
Total	1	6	7	1	6	7	1	5	6



TOTAL NUMBER OF EMPLOYEES BY POSITION	FY2024			FY2023			FY2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Partner	6 (20,69 %)	23 (79,31 %)	29	6 (20,69 %)	23 (79,31 %)	29	5 (17,86 %)	23 (82,14 %)	28
Director	4 (15,38 %)	22 (84,62 %)	26	3 (15,00 %)	17 (85,00 %)	20	5 (25,00 %)	15 (75,00 %)	20
Senior Manager	14 (23,73 %)	45 (76,27 %)	59	13 (22,41 %)	45 (77,59 %)	58	13 (24,07 %)	41 (75,93 %)	54
Manager	32 (35,96 %)	57 (64,04 %)	89	25 (31,25 %)	55 (68,75 %)	80	25 (36,76 %)	43 (63,24 %)	68
Senior Team Member	319 (69,50 %)	140 (30,50 %)	459	300 (69,28 %)	133 (30,72 %)	433	282 (67,14 %)	138 (32,86 %)	420
Team Member	330 (62,98 %)	194 (37,02 %)	524	331 (60,40 %)	217 (39,60 %)	548	317 (61,67 %)	197 (38,33 %)	514
Total	705 (59,44 %)	481 (40,56 %)	1 186	678 (58,05 %)	490 (41,95 %)	1 168	647 (58,61 %)	457 (41,39 %)	1 104

EMPLOYEES BROKEN DOWN BY AGE	FY2024				FY2023				FY2022			
	UNDER 30	30-50	OVER 50	TOTAL	UNDER 30	30-50	OVER 50	TOTAL	UNDER 30	30-50	OVER 50	TOTAL
Partner	0	19 (65,52 %)	10 (34,48 %)	29 (2,45 %)	0	17 (58,62 %)	12 (41,38 %)	29 (2,48 %)	0	19 (67,86 %)	9 (32,14 %)	28 (2,54 %)
Director	0	21 (80,77 %)	5 (19,23 %)	26 (2,19 %)	0	14 (70,00 %)	6 (30,00 %)	20 (1,71 %)	0	15 (75 %)	5 (25 %)	20 (1,81 %)
Senior Manager	0	48 (81,36 %)	11 (18,64 %)	59 (4,97 %)	0	44 (75,86 %)	14 (24,14 %)	58 (4,97 %)	0	47 (87,04 %)	7 (12,96 %)	54 (4,89 %)
Manager	2 (2,25 %)	74 (83,15 %)	13 (14,61 %)	89 (7,50 %)	1 (1,25 %)	65 (81,25 %)	14 (17,50 %)	80 (6,85 %)	2 (2,94 %)	54 (79,41 %)	12 (17,65 %)	68 (6,16 %)
Senior Team Member	135 (29,41 %)	291 (63,40 %)	33 (7,19 %)	459 (38,70 %)	69 (15,94 %)	315 (72,75 %)	49 (11,32 %)	433 (37,07 %)	114 (27,14 %)	273 (65 %)	33 (7,86 %)	420 (38,04 %)
Team Member	448 (85,50 %)	68 (12,98 %)	8 (1,53 %)	524 (44,18 %)	449 (81,93 %)	90 (16,42 %)	9 (1,64 %)	548 (46,92 %)	443 (86,19 %)	64 (12,45 %)	7 (1,36 %)	514 (46,56 %)
Total	585 (49,33 %)	521 (43,93 %)	80 (6,75 %)	1 186 (100 %)	519 (44,43 %)	545 (46,66 %)	104 (8,90%)	1 168 (100 %)	559 (50,63 %)	472 (42,75 %)	73 (6,61 %)	1 104 (100 %)

EMPLOYEES AGE STRUCTURE	FY2024			FY2023			FY2022		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Under 30	353	232	585 (49,33 %)	298	221	519 (44,43 %)	327	232	559 (50,63%)
30 - 50	309	212	521 (43,93 %)	324	221	545 (46,66 %)	278	194	472 (42,75 %)
Over 50	43	37	80 (6,75 %)	56	48	104 (8,90 %)	42	31	73 (6,61 %)
Total	705	481	1 186 (100 %)	678	490	1 168 (100 %)	647	457	1 104 (100 %)

401-3 PARENTAL LEAVE

	FY2024					FY2023					FY2022				
	PRAHA	BRNO	ČB	OSTRAVA	TOTAL	PRAHA	BRNO	ČB	OSTRAVA	TOTAL	PRAHA	BRNO	ČB	OSTRAVA	TOTAL
Total number of employees who were entitled to parental leave, by gender	149	31	10	18	208	150	24	11	13	198	175	27	12	15	229
- Men	17	5	0	2	24	36	6	0	3	45	40	5	0	3	48
- Women	132	26	10	16	184	114	18	11	10	153	135	22	12	12	181
Total number of employees who took parental leave, by gender	119	26	10	16	171	134	22	12	13	181	137	17	9	11	174
- Men	0	1	0	0	1	7	1	0	2	10	1	0	0	0	1
- Women	119	25	10	16	170	127	21	12	11	171	136	17	9	11	173
Total number of employees who returned to work in the reporting period after parental leave ended, by gender	20	2	0	2	24	24	4	1	3	32	18	4	3	0	25
- Men	0	0	0	0	0	7	1	0	2	10	1	0	0	0	1
- Women	20	2	0	2	24	17	3	1	1	22	17	4	3	0	24
Total number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	17	3	1	1	22	15	4	3	0	22	11	2	1	1	15
- Men	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2
- Women	17	3	1	1	22	15	4	4	0	23	9	2	1	1	13
Total number of employees who did not return to work after parental leave, by gender*	0	0	0	0	0	10	2	2	1	15	0	0	0	0	0
- Men	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Women	0	0	0	0	0	10	2	2	1	15	0	0	0	0	0
Return to work rate	100 %	100 %	N/A	100 %	100 %	71 %	67 %	33 %	75 %	68 %	N/A	N/A	N/A	N/A	N/A
Total number of employees who returned to work in previous reporting period	24	4	1	3	32	18	4	3	0	25	15	3	1	3	22
Retention rate	71 %	75 %	100 %	33 %	69 %	83 %	100 %	100 %	0 %	88 %	73 %	67 %	100 %	33 %	68 %

\* monitoring started in fiscal year 2023

404 TRAINING AND EDUCATION

NUMBER OF TRAINING	FY2024					FY2023				
	PRAHA	BRNO	ČB	OSTRAVA	TOTAL	PRAHA	BRNO	ČB	OSTRAVA	TOTAL
Total number of training hours	48 071	20 617	1 191	5 568	75 447	43 942	16 763	682	4 678	66 066
- Men	21 107	8 120	63	1 597	30 887	20 880	6 640	54	1 587	29 160
- Women	26 964	12 497	1 128	3 971	44 559	23 062	10 123	628	3 092	36 906
- Partner	1 598	29	0	0	1 627	1 439	33	0	0	1 472
- Director	1 141	121	0	0	1 262	950	69	0	0	1 020
- Senior Manager	4 036	775	0	0	4 810	3 382	516	0	0	3 898
- Manager	4 564	644	120	241	5 569	3 553	606	0	275	4 434
- Senior Team Member	16 595	4 647	602	1 708	23 552	18 270	5 423	431	1 949	26 073
- Team Member	20 136	14 402	468	3 619	38 626	16 347	10 116	251	2454	29 169
Average hours of training per employee	54	98	63	78	64	50	81	31	69	57
- Men	56	99	31	76	64	55	76	27	79	60
- Women	53	97	66	79	63	47	84	31	64	54
- Partner	57	29	0	0	56	51	33	0	0	51
- Director	46	121	0	0	49	50	69	0	0	51
- Senior Manager	76	129	0	0	82	63	129	0	0	67
- Manager	59	92	120	60	63	51	76	0	92	55
- Senior Team Member	46	84	50	57	51	53	118	33	72	60
- Team Member	59	102	78	98	74	46	69	28	65	53

305 EMISIONS

(numbers are in tCO2e)

	FY2024	FY2023	FY2022	FY2021	FY2020	FY2019
Direct (Scope 1) GHG emissions	266	298	323	334	352	424
Energy indirect (Scope 2) GHG emissions	558	482	491	500	650	732
Scope 1 and 2 emissions per employee (tCO2e/headcount)	0,69	0,67	0,74	0,74	0,93	1,01
Other indirect (Scope 3) GHG emissions* - Purchased Goods and Services**	2 459	2 204	491	242	726	1 246
	1 517	1 470	-	-	-	-
Total emissions	3 283	2 984	1 305	1 076	1 728	2 402
Scope 1, 2 and 3 emissions per employee (tCO2e/headcount)	2,77	2,55	1,18	0,95	1,60	2,11

\*business travel, waste and water used  
\*\*new category was added to the calculation in fiscal year 2023

306 WASTE

(numbers are in kg)

	FY2024	FY2023	FY2022	FY2021	FY2020	FY2019
Recycled waste*	15 490	6 626	6 499	5 363	7 466	6 734
Total waste*	39 484	32 058	37 082	44 861	47 477	35 143

\*company electronic waste was added to the calculation in fiscal year 2024



