CSR framework 2025

Clients & Markets department

January - December 2025

kpmg.com.cy

“

Our values guide our daily actions. Together, we aim to inspire, challenge, and empower our people to contribute meaningfully to our community—for the better!”

Introduction

At KPMG in Cyprus, our commitment to people, society, and the planet is more than a guiding principle; it is the driving force behind everything we do. We believe that corporate responsibility is fundamental to achieving sustainable growth and making a meaningful, long-term impact. Our CSR strategy is built to inspire, challenge, and empower our people to create tangible change that reaches beyond our business, enriches our communities, and responds to global challenges. We remain dedicated to the highest standards of ethical conduct, environmental stewardship, and social support.

Our CSR initiatives reflect a profound sense of purpose and accountability. We understand that meaningful progress requires more than aspiration; it demands consistent action. Through diverse programmes in education, health, environmental sustainability, and social inclusion, we aim to generate a positive ripple effect both locally and internationally. At the core of our approach is a commitment to inclusivity, equity, and respect for the unique strengths each individual brings. We are equally focused on safeguarding the environment for future generations by actively reducing our footprint and promoting sustainable practices.

All our actions are aligned with the values and quality standards of KPMG International, supported by strategic planning that considers the evolving economic, social, and business environment.

While this year has brought its share of challenges, our resolve remains firm. We continue to be driven by a passion for creating positive, lasting change, and we are more determined than ever to expand our impact in the years ahead.

“All our actions are aligned with the values and quality standards of KPMG International, supported by strategic planning that considers the evolving economic, social, and business environment.”

Education

Education plays a crucial role in promoting social inclusion, enhancing well-being, and driving economic growth. Our commitment to supporting universal access to education reflects our dedication to giving back to society and empowering individuals to realise their full potential.

"Back to School Supplies for ALL children" campaign

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

KPMG in Cyprus 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.

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 a 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.

KPMG Global Cyber Day

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,

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

privacy settings, and the ethical use of social 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.

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 our 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.

Business Game
This summer, KPMG in Cyprus successfully organised a "Business Game" for the 8th 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.

Ideodromio
KPMG in Cyprus, committed to the business evolution, training and support of young talents, continues for the 9th year its active support of the Creativity, Innovation and Business Idea Programme "IDEODROMIO", a programme utilised by the Cyprus Pedagogical Institute.

The purpose of the Programme is to inspire and promote creative and innovative thinking, through the investigation of the challenges of the modern world and the local society.

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. 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.

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

Health

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

8th Healthcare Conference
Iacovos Ghalanos, COO & Healthcare Industry Leader, was a speaker at the 8th Cyprus Health Conference, where he discussed foreign investments and the new challenges in the sector. He examined how the private healthcare sector in Cyprus had been changing following acquisitions by multinationals, and whether the country could evolve into an international medical hub.

Blood donations
For the past 18 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.
By embodying the KPMG values, we continue to stand united in saving lives. Together, we can achieve even more.

Proud supporters of the Cyprus Thalassemia Association
KPMG in Cyprus is honored 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.

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.

Flexible working hours & hybrid model
We recognise that flexibility is essential to well-being, which is why we have adopted a hybrid working model that balances remote work with in-person collaboration. This approach strengthens teamwork and knowledge-sharing while giving employees the freedom to work remotely when needed, supporting both productivity and personal needs.

Flex-Fridays
For the past three years, KPMG has implemented Flex-Fridays during July and August, allowing employees to manage their own schedules and enhance their work-life balance while maintaining uninterrupted client service.

Flexible lunch hours
We have extended our lunch break window to 13:00–14:30. Through the "Flex-Lunch Break," employees can tailor their break to their needs, choosing between 1 hour and 1.5 hours.

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

Environment

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 Impact Plan
Our 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
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.

Green certification
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.

Ocean day
At KPMG in Cyprus, we support World Ocean 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.

Net Zero for Youth (NZ4Y) Programme
KPMG in Cyprus was a proud sponsor of the Net Zero for Youth (NZ4Y) Programme, an educational initiative aimed at empowering young people with the knowledge and skills needed for sustainable development and tackling climate change. KPMG remains committed to supporting initiatives that promote education, environmental awareness, and active youth participation as part of its sustainability strategy and corporate social responsibility.

Environmental day
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.

Souni Christmas actions
This Christmas season, KPMG in Cyprus demonstrated its values in action. After the wildfires that caused significant damage in the village of Souni, our volunteers visited the community to help restore its festive atmosphere. On 5 December 2025, they returned to switch on the Christmas lights, offer gifts to children, and spend meaningful time with residents. The small celebration, accompanied by a simple buffet shared by volunteers and villagers, brought moments of hope and warmth, reflecting the courage, unity, and integrity that guide our firm's commitment to making a positive impact.

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

Social inclusion

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

Women's and men's day
At KPMG in Cyprus, we celebrate both International Women's Day and International Men's Day by promoting equality, diversity, and inclusion 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.

Special Olympics
KPMG in Cyprus is proud to support the Special Olympics team for Cyprus, fostering inclusion and celebrating extraordinary achievements.

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.

KPMG in Cyprus supports SPAVO
This year, KPMG in Cyprus continued its support for SPAVO's mission in assisting victims of domestic violence through a monetary and food donation. On the occasion of Tsiknopempti 2025, the firm and its staff gathered food and funds, which were handed over in a modest ceremony to Mrs. Maria Kousiou, President of the Board of Directors of SPAVO.

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.

Contacts

Maria A. Papacosta
Board Member, Audit Services
Head of Clients & Markets
KPMG Limited
E: mpapacosta@kpmg.com

Emi Hadjimanoli
Senior Manager, Clients & Markets
KPMG Limited
E: ehadjimanoli@kpmg.com

Nicosia
T: +357 22 209 000
F: +357 22 678 200
E: nicosia@kpmg.com.cy

Limassol
T: +357 25 869 000
F: +357 25 363 842
E: limassol@kpmg.com.cy

Larnaca
T: +357 24 200 000
F: +357 24 200 200
E: larnaca@kpmg.com.cy

Paralimni
T: +357 23 820 080
F: +357 23 820 084
E: paralimni@kpmg.com.cy

Paphos
T: +357 26 943 050
F: +357 26 943 062
E: paphos@kpmg.com.cy

Polis Chrysochous
T: +357 26 322 098
F: +357 26 322 722
E: paphos@kpmg.com.cy

www.kpmg.com.cy

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

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.

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