

1) We know the importance of corporate social responsibility (CSR) and ecological approach, which is why we are involved in charitable and eco-friendly activities. Below we present the activities we have undertaken in this area:

An annual initiative to create Christmas cards for Clients by Advicero Nexia employees. Each card is PLN 25 allocated to the foundation chosen by the employee. In 2020, we were able to help:

- Z Serca dla Serca Foundation,
- HUCUŁY DZIECIOM Foundation,
- "To Rescue Children with Cancer" Foundation,
- "Zdążyć z Pomocą," Foundation,
- Dobra Wola Association,
- Anna Dymna Foundation „Mimo Wszystko”,
- Lublin Hospice for Children „Małego Księcia”.

<https://www.advicero.eu/en/merry-christmas-3/>

<https://www.advicero.eu/en/merry-christmas-2/>

This year, continuing our pro-ecological 2019 initiative, we organized our annual Nexia Day focusing on keeping the beaches of Warsaw's rivers and water reservoirs clean.

<https://www.advicero.eu/nexia-day-2021-22-07/>

<http://www.advicero.eu/nexia-day-2019-srodowisko-25-07/>

For many years we have also been helping with tax services for the Senior Health Support Foundation.

We also cooperate with Centrum Pro Bono, where we provide substantive assistance to organizations and foundations that are most in need.

We belong to the organization EKologiczni in business, which helps in environmental education.

In addition to introducing as many zero waste activities as possible in the office (e.g. eco printer paper, electronic document flow) - we try to remind our observers about it (on social media and on the website) and educate them in this regard <http://www.advicero.eu/?s=ekologia>.

2) In cooperation with the member companies of our global network Nexia International, we are working on the development of a tool that allows for the automation of settlements in the field of posting employees - both from Poland to other countries and from other countries to Poland. This tool allows for quick access to basic information on the requirements of a given country related to legal, tax, social security and labor inspection aspects - in force in the country to which the employee is to be or is posted, which significantly speeds up the entire process. As part of the tool we propose, the Client - in addition to access to basic information - also has the option of receiving more advanced support regarding the settlements of a posted employee, or a specialist being a representative of a given company (e.g. before the National Labor Inspectorate). The Client also has the option of direct contact with an expert in a given field at any time in case of any doubts.