

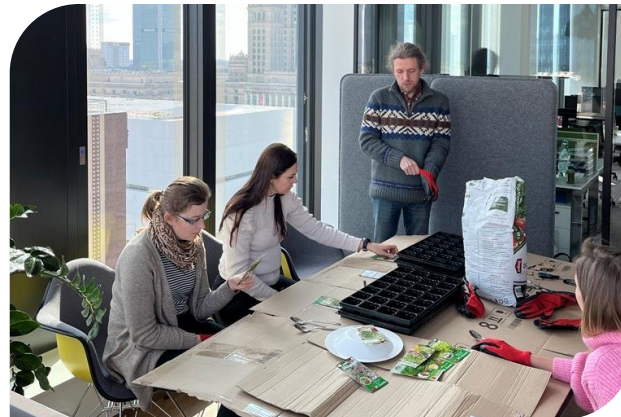
Our activities in the ESG area

We integrate ESG principles into our daily operations. We actively work to minimise our environmental impact, promote social responsibility and strengthen corporate governance.



ESG – Environment

- Organized Local Beach Clean-Up Initiatives: contributing to the preservation of our environment
- Educational Virtual Apiary Tour: raising awareness about the importance of bees in our ecosystem
- Hosted a 'Forest in a Jar' Workshop and Herb Planting in the Office: promoting sustainability and hands-on engagement with nature
- Member of the 'ECOlogical in Business' Program: aiming to increase ecological awareness and practices within the business community
- Implemented a Fully Electronic Workflow



ESG – Social responsibility

- Commitment to Pro Bono Services and partnership with the Pro Bono Centre: dedicated to offering our expertise in support of community needs
- Annual participation in the 'Noble Parcel' Initiative: supporting families in need during the holiday season
- Christmas Card Making Initiative: engaging our team in creating holiday cheer for a good cause
- Fundraising for Animal Shelters: organizing collections to support animal welfare organizations
- Volunteer efforts for Ukrainian refugees and flood victims



ESG – Governance

- Commitment to Work-Life Balance
- Family-Friendly Initiatives: including programs such as the Humanites Institute's "Two Hours for the Family"
- Comprehensive Employee Benefits: offering a wide range of benefits tailored to support our team
- Sabbatical
- Annual International Team-Building Trip and monthly activities
- Robust Corporate Governance Practices (AML, GDPR) and Upward Feedback Process and structured Onboarding and Exit Interview Process
- Hybrid Employee Support System and Workation
- Access to Mental Health Support
- Engagement in Consultations on New Tax Solutions with MF and supporting our clients who undertake research and development initiatives in financial and tax aspects

