



TRANSPARENCY REPORT

Crowe Erfolg Ukraine

2020

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MESSAGE FROM THE MANAGEMENT



Dear partners!

We are pleased to present you the Crowe Erfolg Ukraine Transparency Report for 2020, which discloses information about Crowe Erfolg Ukraine in accordance with the requirements of the Law of Ukraine № 2258-VIII “On Audit of Financial Statements and Auditing” in the first part and summary information about our activities, achievements and performance indicators in partnership with companies of the groups Crowe Mikhailenko and Crowe Audit and Accounting Ukraine, which are registered in Ukraine and are also member firms of the Crowe Global network, in the second part.



In 2020, we found ourselves in an unusual situation of the COVID-19 pandemic. Situation when business faced with real losses, problems in communication between teams and clients, situation when the world seems to have paused. At the same time, any crisis - is a window of opportunities. Due to the consolidation of teams in 2019, trust of our clients, energy of inspiration and focus of our experts, we have grown significantly and strengthened in this turbulence zone of 2020.

The key aspects of our culture are the constant focus on the quality, supported by the management at the global level, so during the 2020-2021 season we are constantly training in respect of implementation of ISQM1 and introduce a new quality

standard in professional activity, which is aimed at the transition from quality control to quality management of audit services. This year, much attention at the Crowe Global level was paid to the quality management system of non-audit services, as the volume of consulting and tax services in the total revenue increased significantly in almost all TOP-10 audit networks.

Our experts - are our treasure. Therefore, we are systematically focused on the improving of the professionalism of our team and creating better conditions. In 2020, Crowe Erfolg Ukraine acquired the respectable status of Trainee Development ACCA and Professional Development ACCA. We have created our own Academy AC Profi, which in 2020 acquired the status of ACCA Registered Learning Partner. We have significantly expanded the service line, and our professional team last year was reinforced with new “stars” – experts in valuation, business consulting, IT-audit, transfer pricing, as well as investment managers. Regular active cooperation with clients representing various business areas, as well as the involvement of our partners in cooperation with the Ministry of Finance of Ukraine and special-purpose committees of the Verkhovna Rada of Ukraine allow us to accumulate relevant experience and transfer it to new projects, creatively revising and using the best ideas.

We are aware of our professional responsibility, that is why we strive for transparency. We have prepared this report for our partners and friends. We believe that the information offered in this report will provide a better understanding of our team, our priorities, systematic quality improvement, professionalism and extensive experience!

Olga Bogdanova
Managing Partner of Crowe Erfolg Ukraine, LLC

Artem Vorobiienko
Partner, Head of the Audit Practice of Crowe Erfolg Ukraine, LLC

CHAPTER I.

Transparency report of Crowe Erfolg Ukraine - requirements of the Law № 2258-VIII



ABOUT US

2009

2009 —
incorporation of
the Company

2019

2019 — merger
and accession
to Crowe Global

2020

2020 — obtaining of the
status of the ACCA Appro-
ved Employer-Trainee
Development, Gold and
ACCA Approved Employ-
er-Trainee Development,
Gold

Our work experience
with clients:

over
11 years.



Crowe Erfolg Ukraine, LLC (hereinafter - the Compa-ny) specializes in provision of professional audit and other services.

Crowe Erfolg Ukraine, LLC (USREOU 36694398) is a legal entity established in accordance with the legisla-tion of Ukraine in the form of a limited liability compa-ny. During 2020, there were changes in the composi-tion of the Company's beneficiaries..

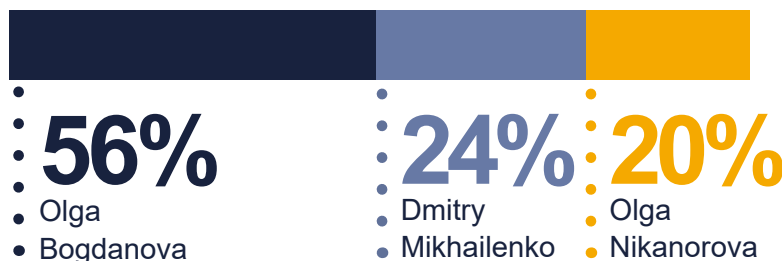
Participants of CROWE ERFOLG UKRAINE, LLC



Participants of CROWE AUDIT AND ACCOUNTING UKRAINE, LLC



Beneficiaries of CROWE ERFOLG UKRAINE, LLC



Crowe Erfolg Ukraine, LLC is a member of CROWE GLOBAL network since **2019**.

During **2020**, the Company has provided professional audit services of financial statements and accounting services throughout Ukraine.

The Company is in the register of auditing entities that have the right to conduct a statutory audit of financial statements of public interest entities, under the number

4316

The Company's business offices are located in Kyiv, 8, Redutna Str. and 7, Leonid Pervomaisky Str.

External audit of the quality control system of audit services (AChU decision № 334/4 dated 01.12.2016 is valid until **31.12.21**

The audit of the quality control system of CROWE GLOBAL audit services was conducted in 2019.

uah 15 mln

Insurance contract with ASKA, PJSC № 3510435 dated 29.10.2020 (valid until 11.12.2021).

Crowe Erfolg Ukraine, LLC is accredited by EBRD, IFC and leading banks.

OUR VALUES



Caring



Sharing



Investing



Growing



MANAGEMENT STRUCTURE

The supreme authority of Crowe Erfolg Ukraine, LLC is the General meeting of participants. The sole executive board of the Company, which manages the current activities of the Company, as well as resolves all other issues, except those that fall within the competence of the General meeting of participants of the Company, is the Director – Olga Bogdanova. Director of the Company is elected by the General meeting of participants and organizes the implementation of their decisions.

The powers of the Director may be terminated or she may be temporarily suspended from office only by the election of a new Director or a temporarily acting on behalf of the Director.

In case of termination of the Director's powers, the contract with this person shall be considered terminated.



Related parties of Crowe Erfolg Ukraine, LLC:

Crowe Erfolg Ukraine
(36694398)

Crowe Mikhailenko
(43400598)

Crowe A&A Ukraine
(37000891)

Crowe TPV Ukraine
(43510236)

Crowe AB Ukraine
(42557556)

Crowe LF Ukraine
(37924615)

Crowe BC Ukraine
(43497949)

Academy AC Profi
(36439108)

OMP TAX&LEGAL
(41708433)

Human resources of Crowe Erfolg Ukraine, LLC 2020

Total
number of
employees
68

full ACCA
members

11

included in
the register
of auditors

15

Inclusiveness and diversity, gender equality



We support inclusiveness and diversity.

Crowe Erfolg Ukraine, LLC supports inclusiveness at the recruitment stage. When hiring, only the professional qualities and aspiration of the candidate to grow in the profession are evaluated. We give young people the opportunity to find themselves in the profession, gain experience and professional education. People who are willing to work in the field of accounting and auditing can become members of our team regardless of age, gender, marital status or other characteristics.

Total
number of
employees

68



Ages from 18 to 25 **15**

Ages from 25 to 45 **42**

Ages from 45 and older **5**

Women

35



Men

33

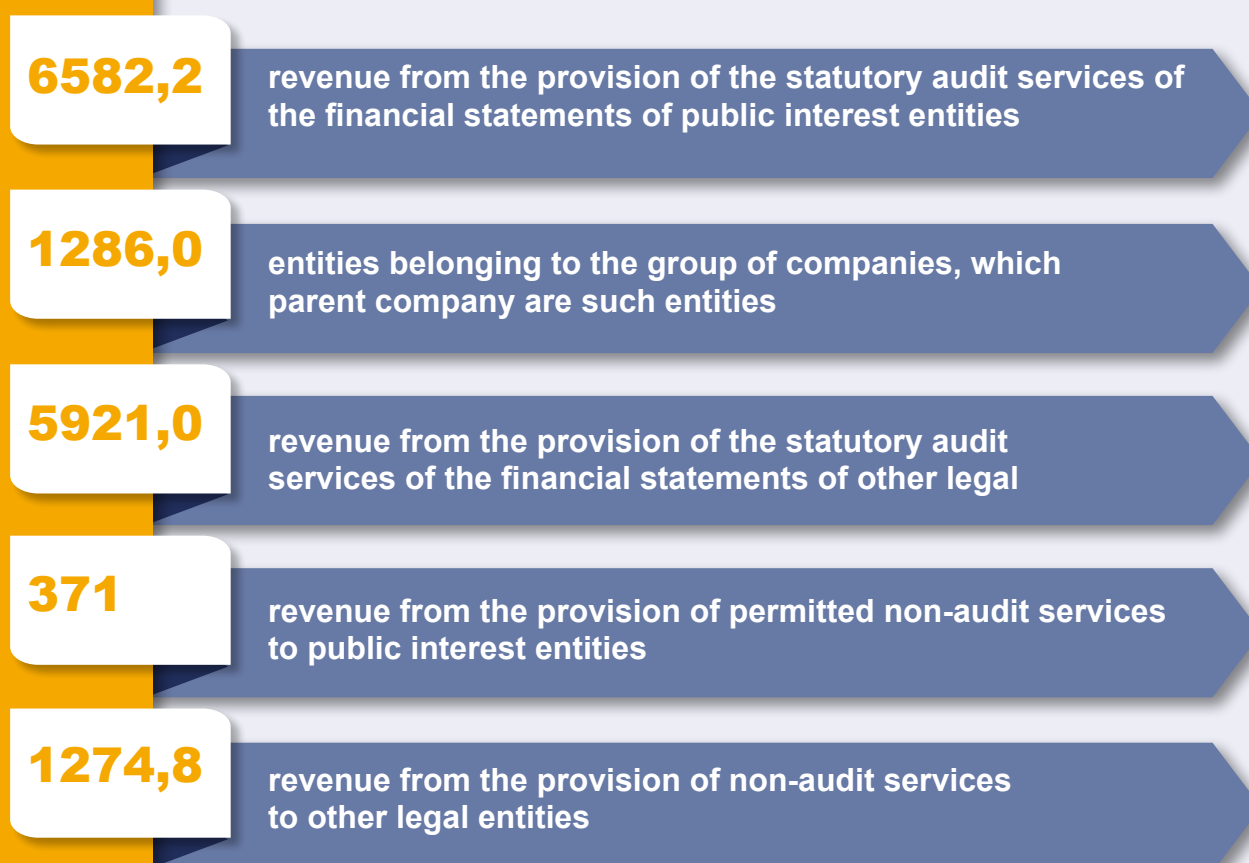


Financial information of CROWE ERFOLG UKRAINE, LLC

for the year ended 31 December 2020, in thousands of UAH



Revenue for the year 2020 from the provision of services of CROWE ERFOLG UKRAINE, LLC are submitted in accordance with the Law №2258-VIII, in thousands of UAH:



Financial information of CROWE ERFOLG UKRAINE, LLC for 2020
by sectors of economic activity, in thousands of UAH:

Total revenue **30206,5** including:



1041,60

Electricity supply, gas, steam
and air conditioning

3052,20

Construction and water supply,
sewerage, waste management



5606,30

Wholesale and retail trade;
repair of motor vehicles and
motorcycles

4047,90

Agriculture, forestry and
fisheries



9793,70

Processing industry,
mining and quarrying

1559,20

Transportation, warehousing,
postal and courier activities



602,80

Information and
telecommunications

489,20

Health and social care



4013,60

Other types of
economic activity

List of public interest entities, to which Crowe Erfolg Ukraine, LLC have provided statutory audit services in 2020.

- 1** "Plasmatec", Private Joint Stock Company
- 2** "Agrosem", Limited Liability Company
- 3** "Kharkiv Machine Building Plant "Miner's Light", Joint Stock Company
- 4** "Investecogaz", Limited Liability Company
- 5** "Stil D", Limited Liability Company
- 6** Lviv City Communal Enterprise "Lvivvodokanal"
- 7** "Beverages Plus", Limited Liability Company
- 8** "DTEK Oil and Gas", Limited Liability Company
- 9** "Egaz", Limited Liability Company
- 10** "Podilsky Cement", Joint Stock Company
- 11** "Yuria-Pharm", Limited Liability Company
- 12** "Medical Center "M.T.K.", Limited Liability Company
- 13** "A.T.K.", Limited Liability Company
- 14** "Ukragrocom", Limited Liability Company
- 15** "Green Express", Limited Liability Company
- 16** "Odeskyi Koniachnyi Zavod", Private Joint Stock Company
- 17** "Clov", Limited Liability Company
- 18** "Ukrainian Distribution Company", Limited Liability Company
- 19** "Vinnytsia Poultry Farm", Limited Liability Company
- 20** "Katerynopilsky Elevator", Limited Liability Company
- 21** "Starynska Breeding Farm", Agricultural Limited Liability Company
- 22** "Road Building "Altcom", Limited Liability Company
- 23** "Scientific and Production Firm "Urozhay", Limited Liability Company
- 24** "Prometey Agri", Limited Liability Company
- 25** "Naftogazvydobuvannya", Private Joint Stock Company



Continuous training

We believe that our staff is our greatest asset, so it is important for our Company to invest in programs and initiatives that enhance the skills and knowledge of partners and professionals.

The processes described below are aimed at ensuring the work of professionals in the best possible way.

1 TEAM EXTENSION

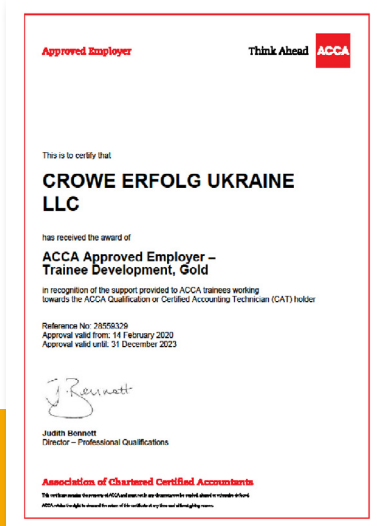
During the year, our Company grew by 11%, by joining experienced experts with a high level of professional knowledge to our team.

2 TRAINING PROGRAMS

Our approach to continuing professional development is based on directed training programs, including audit, accounting and industry training in order to prepare experts for new challenges.

All qualified auditors must be trained annually for at least 40 hours each year. In addition to this mandatory training, professional development of employees is carried out also through mentoring and practical experience that they receive directly during the performance of the work. Providing opportunities for the right experience, training and coaching helps them to grow and realize their potential with the changing pace of progression that suits them.

The purpose of the programs is to assist partners and other experts in maintaining and improving of their professional competence, ensuring systematicity and consistency in conducting of audits. As an additional development at work, Crowe Erfolg Ukraine, LLC provides formal programs for continuing professional development in relevant subject areas that are consistent with the audit plan.



We have introduced the best practices in partnership with ACCA for interns.

3 COACHING

We develop our experts through appropriate coaching, on-the-job training, regular feedback, evaluation and other support activities under the supervision of partners and other senior team members.



Experienced professionals act as coaches for less experienced colleagues, thus creating a lifelong learning environment. We also monitor the systematic appointment of our employees to perform certain tasks, which helps them to gain diverse experience in their development. We understand that, in addition to managing the professional development and effectiveness of employees, it is important to provide engagement teams with up-to-date information that will help them to perform their professional duties in a quality manner.

The ACCA-approved employers' program recognizes employers' high standards for staff training and development. Crowe Erfolg Ukraine, LLC has proven that our Company strives to provide ACCA students and members with the appropriate skills, ethics and competencies in order to increase the cost and promote business

4 REMUNERATION

We create an environment where the high-quality achievement is valued. We have four main criteria for evaluating professionals at Crowe Erfolg Ukraine, LLC: team leadership, audit quality, audit transformation and business development.

We strive to develop our culture of quality and excellence together with professionals who join us and contribute to quality.

We confirm that our internal quality control systems and procedures are reliable and allow us to identify any areas for potential improvement in a timely manner. When hiring employees, Crowe Erfolg Ukraine, LLC has policies and procedures designed to ensure sufficient assurance that the Company will have sufficient partners and experts with the level of competence and commitment to ethical principles necessary for:

- implementation of projects in accordance with the established requirements for the relevant engagements,
- ensuring conditions for the issuance of reports of appropriate quality.

Key partners remuneration

The remuneration of key partners is determined based on the evaluation of the results of each partner's work for the relevant year. The remuneration of a key partner consists of two elements.

The underlying component is a salary. The amount of the underlying component reflects the functions and job responsibilities of each key partner. The additional component is determined depending on the performance of each key partner for the year compared to previously agreed individual goals. Our policy on this variable portion of key partners' remuneration takes into account a number of factors, including work efficiency, quality of services provided to clients, profit and profitability growth, leadership qualities and commitment to the values of Crowe Erfolg Ukraine, LLC. Also it is determined by the results of the assessment of their ability to ensure the quality of the audit.

ABOUT CROWE GLOBAL

Network characteristics

Crowe Global — is the ninth largest audit network in the world, uniting more than 200 companies, which provide audit and consulting services in 146 countries.



Crowe Global provides professional services over

100
years

Crowe carries out activities in

765 **146**
offices countries

This vast global experience allows us to constantly conduct high-quality audits both in a particular country and around the world.

Crowe Global company is a leader in its market segment. It is known for providing impeccable service, demonstrating the highest standards of quality and working as a team around the world.



Crowe Global — is an international network of independent accounting and consulting firms licensed to use the Crowe trademark in connection with the provision of accounting, auditing, tax, consulting and other professional services to its clients.

Crowe Global — is a commercial Association, established under the laws of Switzerland, which is a non-practicing entity and does not directly provide professional services. Crowe Global is wholly owned by its member firms. Crowe Global operates through a wholly owned subsidiary registered under the laws of the State of New York in the United States of America, where it's headquarter is located.



Crowe Global is considered a network as defined by the Code of Ethics for Professional Accountants, established by the International Ethics Standards Board for Accountants (IESBA) and based on membership of the Forum of Firms. Crowe Global is also licensed by Horwath HTL for member firms offering consulting services in the hotel, tourism and entertainment industries.



Management and leadership of Crowe Global



BOARD OF DIRECTORS (hereinafter — the Board) is responsible for the management of Crowe Global. The Board is entrusted with overseeing the network's activities, including determination of strategy and policies.

The Board consists of individuals who represent Crowe Global member firms, as well as the CEO.

Characteristics of the network, its organizational and legal form and structure are presented in more detail in the Crowe Global Transparency Report at:

<https://cdn-cms.crowe.com/global/-/media/Crowe/International/Files/About-Us/Crowe-Global-2020-Transparency-Report.pdf?la=en&modified=20200803192508&hash=86BCF4D03BD-646D871177A4257072C49BDD083BD>

Link to the list of audit companies that are members of the Crowe Global network, as well as the countries in which they are registered: <https://www.crowe.com/global/about-us/our-firms>

Crowe Global



Crowe Global audit quality assurance

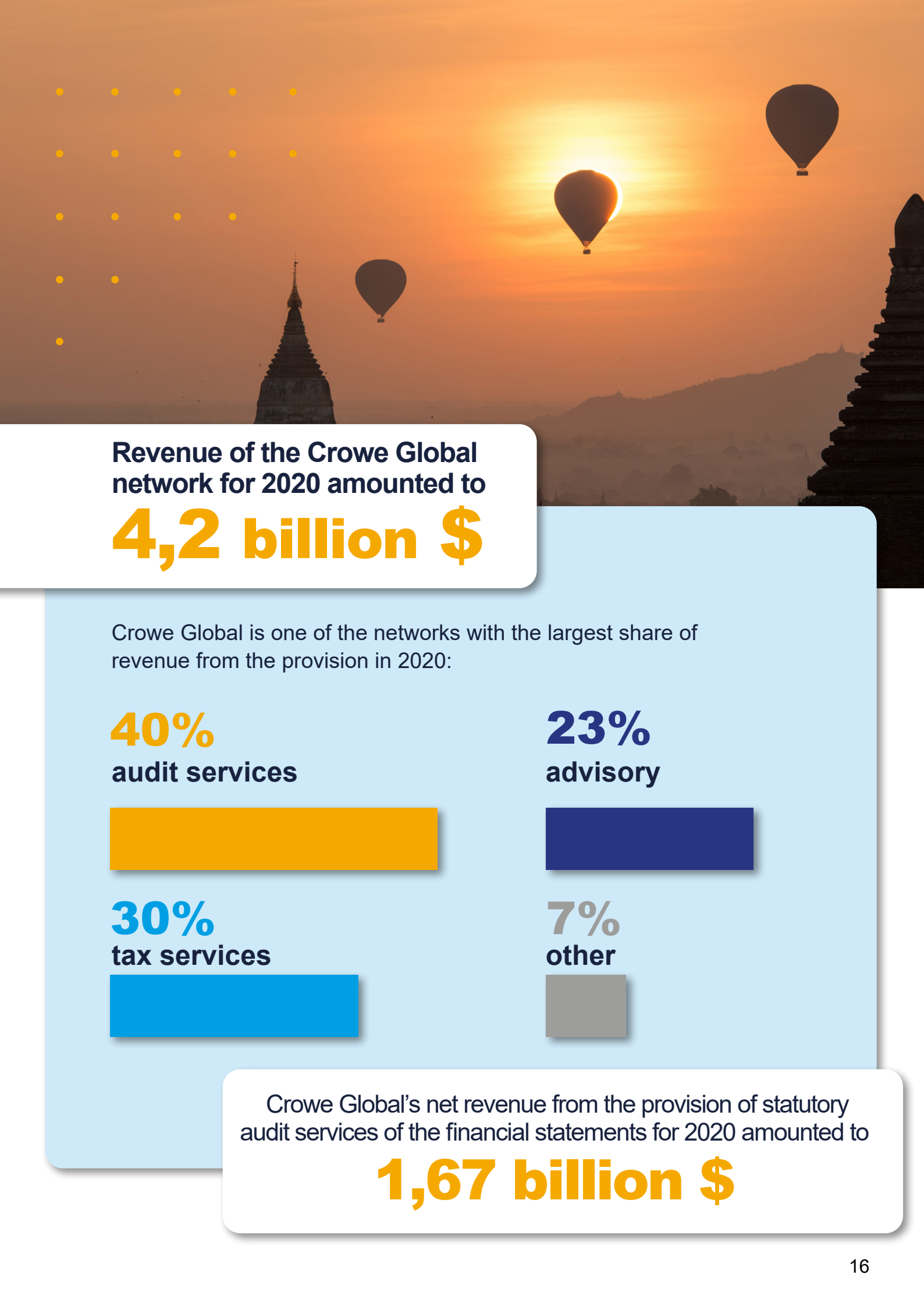
Our member firms use the Crowe Global Audit Center, which includes audit programs and resources that together provide quality audit services. Our applications and resources comply with International Standards on Auditing (ISAs) issued by the International Auditing and Assurance Standards Board (IAASB). The IAASB is an independent standard-setting body adopted by the International Federation of Accountants (IFAC). Member firms participate in our audit quality audit program by receiving periodic reviews of their auditing practices.

At the Crowe Global level, we support:



Crowe Global is an active member of EGIAN, the European group of international accounting networks and associations. EGIAN has 17 members.

EGIAN is a link between networks and associations of the middle market and institutions of the European Union and other European governing authorities, such as Accountancy Europe.



Revenue of the Crowe Global network for 2020 amounted to

4,2 billion \$

Crowe Global is one of the networks with the largest share of revenue from the provision in 2020:

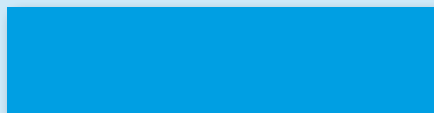
40%

audit services



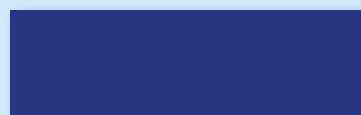
30%

tax services



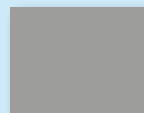
23%

advisory



7%

other



Crowe Global's net revenue from the provision of statutory audit services of the financial statements for 2020 amounted to

1,67 billion \$

Quality assurance system

The international Crowe Global network considers quality in professional activity as a fundamental basis of its striving to leadership. The members of the network are aimed at achieving professional excellence and providing excellent services to their clients, in particular through cross-border cooperation.

Crowe Erfolg Ukraine, LLC is aimed at providing high-quality services that meet the needs of the clients and society. Together with the awareness of professional responsibility, this aim determines the movement of the Company to continuous improvement of its quality control system.

The internal quality control system of services provided by Crowe Erfolg Ukraine, LLC is based on compliance with the Law of Ukraine “On Audit of Financial Statements and Auditing”, International Standards on Quality Control, Auditing, Review, Other Assurance and Related Services, primarily the requirements of the International Standard on Quality Control 1 (ISQC 1) and the International Code of Ethics for Professional Accountants of the International Federation of Accountants.

ISQC 1 requires an audit firm to establish and maintain a quality control system that provides reasonable assurance that the firm and its personnel comply with professional standards, applicable laws and regulations, and that the auditor’s reports provided are specific. To this end, Crowe Erfolg Ukraine, LLC has developed and implemented an internal standard of the “Regulation on the quality control system of audit services”, which defines the basic policies and procedures that ensure compliance with legal requirements and professional standards, consistent provision of highquality professional services.





The structure of implemented policies contains the following elements:

1

LEADERSHIP AND MANAGEMENT RESPONSIBILITY

The quality control system is managed through the setting of priorities, allocation of responsibilities and establishment of responsibility for the implementation of procedures established by internal regulations. The CEO of Crowe Erfolg Ukraine, LLC approves documents, which establish the basic policies and procedures of the quality control system, appoints a person responsible for the functioning of such system, monitors compliance with established requirements by partners and employees of the Company. The Company's management by its own example demonstrates a commitment to the highest standards of professional activity, compliance with quality requirements and ethical principles and has the ultimate responsibility for overseeing the operation of the Company's quality control system.

2

COMPLIANCE WITH THE PROFESSIONAL ETHICAL REQUIREMENTS

The fundamental principles of honesty, objectivity, professional competence and due diligence, confidentiality and professional conduct defined by the International Code of Ethics for Professional Accountants underlie the actions of Crowe Erfolg Ukraine, LLC aimed at developing relationships with employees, clients, government authorities and society as a whole. The Company is constantly developing its quality assurance system of professional services, helps its staff to develop, motivates them to interact and help each other, controls risks and circumstances that may adversely affect the objectivity of judgments. We strive to make our services valuable for our clients and society. The internal requirements for maintaining the confidentiality of information act in such way as to ensure the security of the customers' and Company's interests, as well as their employees. Information collection procedures have been implemented in order to assess properly the independence of the Company and its employees, and there is a system for exchanging information with other members of the Crowe Global network on the provision of services to public interest entities, which allows to monitor compliance with the requirements of the legislation on the restriction of the provision of other services except for audit services to clients. The Company has established procedures for identification and evaluation of threats to the independence by both the Company and its partners and employees as well as the obligation to inform responsible persons and document the implementation of such procedures.

3 ACCEPTANCE AND CONTINUATION OF RELATIONSHIPS WITH CLIENTS

Consideration of the issue on the approval of a new client or new project from the existing client of Crowe Erfolg Ukraine, LLC is carried out with taking into account the requirements of independence, which are applied to the Company, its employees and other members of the Crowe Global network. The decision to cooperate is made on the basis of analysis of comprehensive information about the potential client, its activities, contacts, key managers and related parties. The Company assesses the impact of other network members' relationships with each client, including the provision of non-audit services to audit clients. The control over the compliance with the restrictions established by the legislation concerning terms of cooperation with the client in statutory audit engagements, including rendering of services to such client by key audit partners, concerning remuneration for services to the statutory audit clients is also introduced.

Responsible attitude to the relationships with the client is that the decision to cooperate is made on the basis of a proper assessment of the client's real needs in audit services, its honesty with the auditor, the availability of sufficient resources of the Company to perform the audit project at a high level.

4 AUDIT PROJECTS IMPLEMENTATION

In order to implement each audit project, Crowe Erfolg Ukraine, LLC appoints its manager – an engagement partner. It is a person who has an appropriate competence to ensure proper organization of work and to achieve a quality result and makes key decisions regarding the organization of the project implementation. When performing services on the statutory audit of the financial statements, the engagement partner is a person who, in addition to sufficient experience and knowledge, has the qualification of an auditor in accordance with the Law of Ukraine "On Audit of Financial Statements and Auditing".

The work of employees involved in a specific engagement is a subject to supervision by the engagement partner or other experienced employees. This practice increases the reliability of identifying all significant risks of the project, allows to plan its implementation more effectively, promotes the exchange of experience and staff development. In order to solve complex issues, the engagement team has the opportunity to seek advice from relevant experts of the Company or conclusions of the external experts.

The audit process is organized using advanced software products CaseWare and other developers. Documentation process is performed in templates offered by such software products and developed by the Company's experts taking into account the requirements of the Ukrainian legislation and best professional practices.

Audit engagements are subject to internal control (review) by a competent person not involved in its acceptance and performance. Such person reviews the compliance of the work performed and documentation compiled as a result of the work with the requirements of legislation, professional standards and internal regulations of the Company. A review of the quality of the statutory audit of financial statements engagements performance is carried out prior to the issuance of the auditor's report. In the engagements of the statutory audit of financial statements of public interest entities, the quality controller considers compliance with established policies during the acceptance of the engagement, reviews the planning documentation and checks the implementation of the engagement at the final stage.

5

HUMAN RESOURCES

The quality of services of Crowe Erfolg Ukraine, LLC is based on the competence of the personnel involved in their implementation. The appointment of employees to perform the audit project is based on their knowledge, experience, skills and development opportunities. Sufficient number of competent employees is provided through recruitment policies of employees with the appropriate level or with the potential for development, continuous training, motivation. The Company regularly organizes events for the professional development of its employees, uses the training resources of the Crowe Global network, assist its employees to receive education and knowledge about advanced professional practices.

6

MONITORING

The quality control system created at Crowe Erfolg Ukraine, LLC is under constant review in order to respond in a timely manner to changes in the regulatory environment, to detect deviations from the established requirements in order to improve existing and introduce new processes. Study of the functioning of each element of the quality control system of audit services, the compliance of such a system with current requirements and advanced practices is carried out annually. Its effectiveness and consistency in the performance of separate engagements, compliance with each person performing the functions of an engagement partner in the audit of the financial statements, certain policies and quality assurance procedures are reviewed during the study. The results of the study are reviewed by the Company's management and key personnel and are used for further development of the quality management system.

Olga Bogdanova
Director



Independence assurance



Crowe Erfolg Ukraine, LLC has implemented measures required by law and professional standards to ensure the independence of the Company and its employees during the audit and other assurance engagements. In particular, established procedures for identification, assessment and prevention of conflicts of interest. In the course of accepting a new client, new engagement or decision to continue performing the functions of an auditor, the Company assesses possible threats to independence related to existing contractual or other relationships involving the Company, its related parties, audit network, owners (founders, participants), officials and employees of the Company, other persons involved in the provision of audit services. Employees involved in the provision of assurance services provide the confirmation of their independence to the Company before and at the end of the work performance and are required to notify the Company of identified threats to independence. Employees of Crowe Erfolg Ukraine, LLC annually provide confirmation that:

a) they are aware of the requirements and procedures established by the Company regarding the principles of independence, honesty, objectivity, confidentiality and norms of professional conduct;

b) there are no relationships that violate the principle of independence, and no transactions have been carried out that contradict the principles of the professional activity of the Company. In the event of a relationships that may adversely affect the fundamental principles of professional ethics, or in the event of receiving of information about the existence of threats to independence, employees are obliged to notify immediately the Company's management of the relevant circumstances. If such threats exist, appropriate safeguards shall be taken to reduce them or avoid the corresponding risks.

Rotation policies

The Company's policies provide the mandatory replacement of the engagement partner of the statutory audit of the client's financial statements, if one person has continuously performed these functions for seven years. The interruption in the performance of such functions in relation to a particular client must be at least three years.

In respect to other members of the group engaged in conducting a statutory audit of the financial statements of one client, there is a gradual rotation so that one person is involved in the implementation of procedures for the same aspect of work for no more than seven consecutive years.



CHAPTER II.

**Crowe Erfolg Ukraine in partnership
with Crowe Mikhailenko and Crowe
Audit and Accounting Ukraine**



Crowe A&A Ukraine	Crowe Erfolg Ukraine	Crowe LF Ukraine	Crowe TPV Ukraine	Crowe Mikhailenko
Accounting	IFRS audit and related services	Independent court examination (economic direction)	Financial advisory	Due diligence
Academy AC Profi	Crowe AB Ukraine	Crowe BC Ukraine	OMP TAX&LEGAL	Business consulting
				Legislative drafting and lobbying
				Consulting services
				Transfer pricing and valuation
				Tax and legal services
				Advocacy



AC Profi Academy

In 2019, Crowe Audit and Accounting Ukraine has founded the AC Profi Academy. AC Profi Academy is an ACCA accredited provider. Registered Learning Partner status confirms the high quality of educational services and is a guarantee of compliance of the educational center with all requirements set by ACCA to its providers.



**REGISTERED
LEARNING
PARTNER**

ACCA

FACE TO FACE DELIVERY



AC Profi is included in the List of persons who may conduct educational activities in accordance with the Procedure for Continuing Professional Training of Auditors, approved by the order of the Ministry of Finance of Ukraine dated 06 July 2020 № 400.



AC Profi Academy conducts corporate seminars and IFRS courses. More details on the website <https://ac-profi.com/>



AC Profi Academy conducts training in international qualification programs to obtain certificates and diplomas certifying knowledge of IFRS and management accounting, namely ACCA, CIMA, CAP and CIPA.



Human resources of the Group 2020



90

Experts

31 Lawyers/ Tax consultants, etc.

33 Accountants

11 ACCA/CIMA/CAP, etc.

15 Auditors

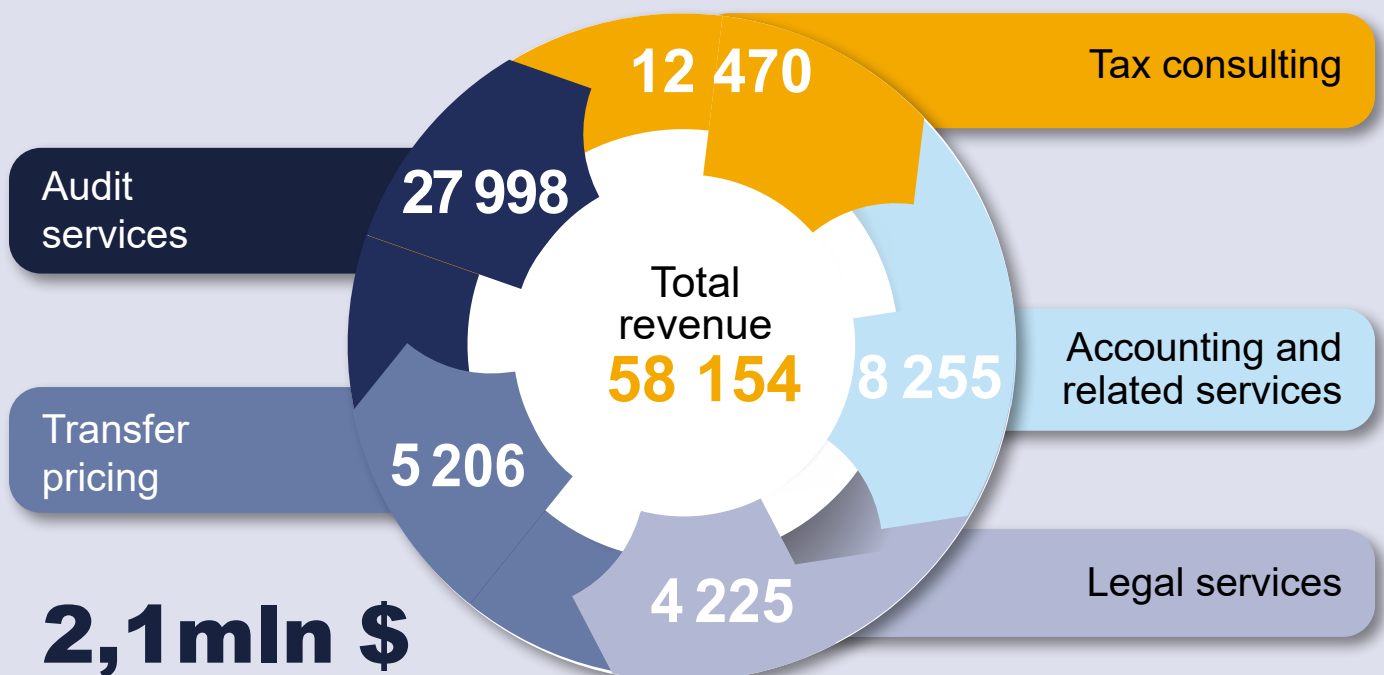
22

Experts involved
(advisors, etc.)

18

Administrative
staff

FINANCIAL INFORMATION OF THE GROUP 2020, in thousands of UAH

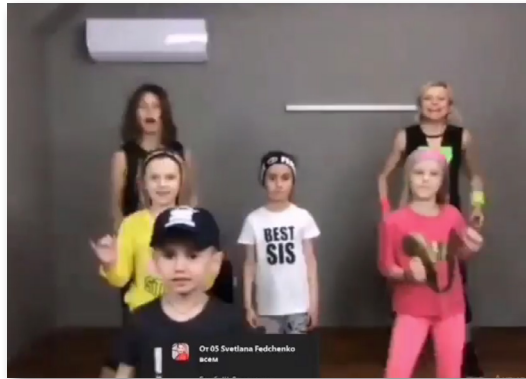
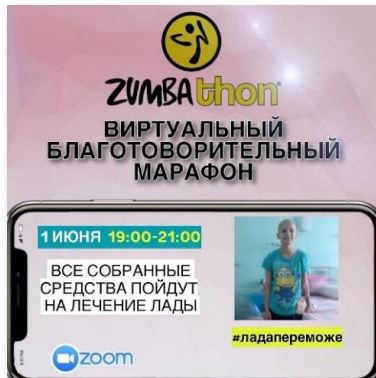


Social activity

We adhere to the concept of social responsibility and help society by making decisions and performing actions that are acceptable in terms of goals and values of the society.

Charity football with graduates of orphanages

“MONTSERRAT FOUNDATION”, CHARITABLE ORGANIZATION



ZUMBA to support and raise funds for Lada (she has an oncological disease)



Congratulations on St. Nicholas Day to children from the Center for Early Development All-Ukrainian Charity Organization



Public activity

We are members of:



Public Council at the
Tax Committee of
the Verkhovna Rada



Public Council at the
State Tax Service of
Ukraine



Expert Council at
the Ministry of
Finance of Ukraine



Methodological
Council at the
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Olga Bogdanova is appointed Adviser to Deputy Minister of Finance of Ukraine Svitlana Vorobei.

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