



# Transparency Report AC Crowe Ukraine

Smart decisions. Lasting value.

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**2022**



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Dear Friends,  
I am delighted to present the sixth edition of the AC Crowe Ukraine Transparency Report for the year 2022.

The past year proved to be a period of trials and the emergence of a new reality for all Ukrainians. For businesses, it was a year marked by resilience, challenges, and a shift to a higher level of operation. Our team, like millions of Ukrainians, faced formidable obstacles, including air raids, missile attacks, blackouts, power outages, and communication disruptions. Despite these challenges, we endured, as did our country, our company, and our fellow Ukrainians.

The overarching theme of 2022 was unity, mutual support, and preservation. "Preservation" served as the guiding principle across all aspects of life. Our primary focus was to safeguard the lives of our people, our team, and the businesses of our clients. We were determined to protect everything we had painstakingly built in the years leading up to the full-scale war.

All of our partners successfully achieved this goal, managing to retain our team of professionals and even expand it. Thanks to our collaborative efforts with partners, we have established a secure shelter within our office premises, fully equipped to ensure the safety and well-being of both our employees and their families.

Nevertheless, we remained steadfast in our commitment to work and explore new opportunities. Our Firm has devised specialized programs to support clients during these challenging times of the war, offering free events, business consulting, and more. Our primary focus has been on charitable initiatives and aiding those affected by the ongoing conflict, aligning with our dedication to the United Nations' 17 global goals.

Our team meticulously constructed an anti-crisis strategy and successfully executed it throughout 2022. We are confident that the strategic objectives we have set for 2023 will be accomplished, underscoring our unwavering dedication to delivering top-tier services.



To follow, our Firm is actively taking measures to unite the efforts and resources of our business ensuring the uninterrupted provision of high-quality audit services, as quality remains our paramount concern. We maintain a strong commitment to professional ethics and independence, with a continued emphasis on investing in the ongoing professional and personal development of our personnel through comprehensive training and development programs. Our corporate culture embodies our transformation, emphasizing the quality of our audit services and responsibility to serve the public interest.

We extend our heartfelt gratitude to our esteemed partners within the Crowe Global network for their unwavering dedication and support during these challenging times. Together, we have forged a productive collaboration, enabling us to deliver top-tier international services to our valued clients.

AC Crowe Ukraine stands as an environmentally conscious and transparent brand, upholding the highest standards of quality and customer service, while proudly embodying a strong Ukrainian identity.

Glory to Ukraine!

Helena Potopalska  
Managing Partner  
AC Crowe Ukraine

April 30, 2023

AC Crowe Ukraine and the broader audit community play a pivotal role in upholding trust and confidence in Ukraine's financial landscape. In a climate marked by geopolitical and economic instability, the need for transparent reporting, which investors and other stakeholders can rely on, is paramount.

This year, we navigated the challenging environment of martial law, underscoring the significance of the audit profession. We take pride in the fact that throughout this period, our entire team remained steadfast in supporting each other, and the Firm diligently fulfilled all its commitments to our valued clients.

In recent years, we have made substantial investments in our audit practice to enhance the quality of our audits, resulting in tangible improvements. Notably, we are particularly proud of the efforts dedicated to fostering a culture that fully empowers our teams to deliver audits of the highest quality.



Vitaliy Havrysh  
Audit Partner

We wholeheartedly embrace the package of reforms proposed by the International Auditing Standards Board and the assurance framework aimed at enhancing audit quality management. Moreover, we remain committed to investing in our people, their skills, and cutting-edge technology to consistently deliver high-quality audits. We also recognize the growing demand for independent assurance on non-financial information, especially in areas such as governance and internal control reporting.

In these times, transparent reporting is more critical than ever, and we trust that our Transparency Report will prove to be an informative and valuable resource.



Olha Samusieva,  
Audit Partner

*The AC Crowe Ukraine Transparency Report for the year 2022 has been meticulously prepared in strict accordance with Article 37 of Ukraine's Law No. 2258-VIII, pertaining to the Audit of Financial Statements and Auditing Activity. This report provides comprehensive coverage of the calendar year concluding on December 31, 2022. It offers a detailed disclosure of financial indicators, insights into our internal quality control system, as well as an exposition of our key operational principles, policies, and internal procedures.*

## About the Firm

AC Crowe Ukraine (with the Unified State Registry of Enterprises and Organizations of Ukraine, Firm's ID 33833362) has been operating in the Ukrainian market since May 2016, with the registered office at:

33 Obolonska Naberezhna, Kyiv 04210,

entered into the [Registry of Auditors and Audit Entities](#) under #3681

In Ukraine, the Firm has two branches, one in Odesa and another in Kharkiv.

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**Crowe Global** holds a notable position as the 9th largest network worldwide in the realm of professional services, encompassing areas such as auditing, advisory, consulting, and more

**Helena Potopalska** serves as the Managing Partner at AC Crowe Ukraine. The Firm specializes in providing auditing, accounting, advisory, and consulting services.

The Firm has two subsidiaries; they are Crowe Accounting Ukraine, a limited liability company, and Crowe AVR, a limited liability company.

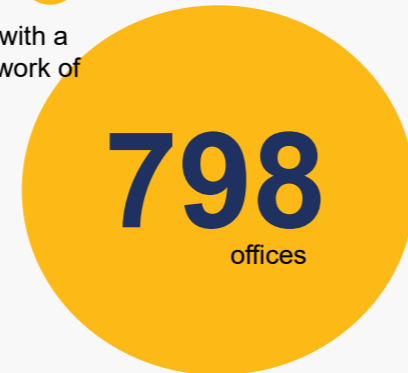
The related parties are:

- LP Consulting LLC
- Positive Invest LLC
- OAC LLC
- Oil and Chemicals LLC

The network boasts a presence in

# 150

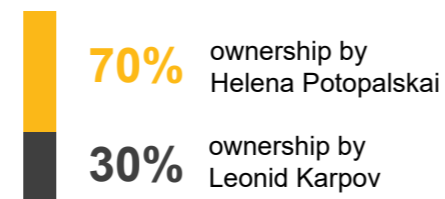
countries, with a robust network of



AC Crowe Ukraine operates as a member firm within the esteemed international Crowe Global network, governed by the Amended and Restated By-Laws and Agreement of Association of Crowe Horwath International Association (a Verein formed pursuant to the laws of the Confederation of Switzerland), as of 08.08.2016.

### Information on the Firm's shareholders:

100% of the corporate rights are held by individuals, all of whom are certified public accountants



For comprehensive details regarding the composition and activities of Crowe Global, you can refer to the official website at - [www.crowe.com](http://www.crowe.com)

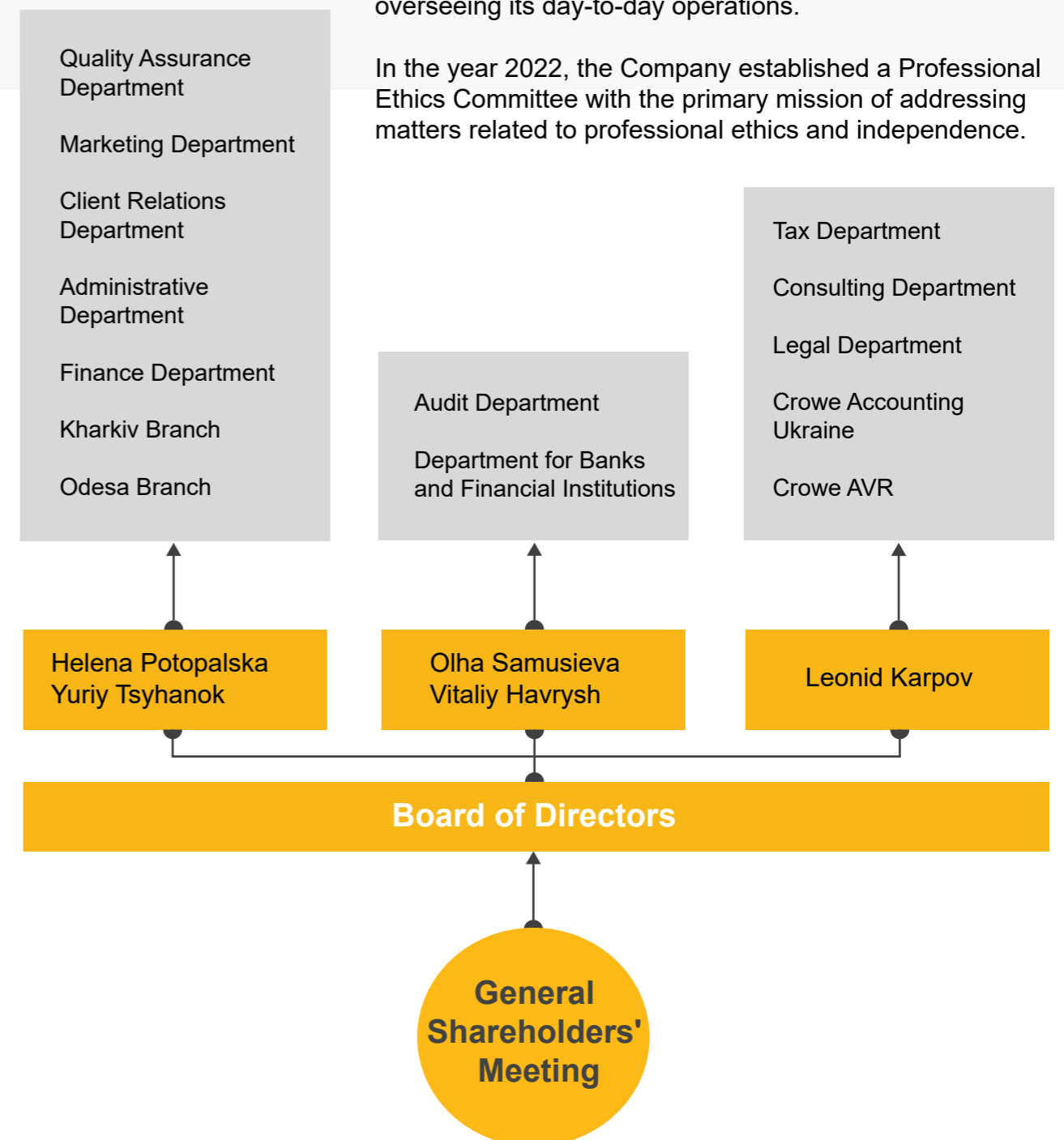
## AC Crowe Ukraine: Corporate Structure

The General Shareholders' Meeting at AC Crowe Ukraine holds the highest authority and is responsible for shaping the Firm's financial, commercial, and marketing strategies. It oversees the Firm's operational and financial activities, adhering to both Ukrainian and international standards of professional conduct.

The executive body of the Firm is a single-person entity represented by Managing Partner / the Managing Director, who is elected by the General Shareholders' Meeting.

Within AC Crowe Ukraine, the Board of Directors assumes the role of implementing the Firm's growth strategy and overseeing its day-to-day operations.

In the year 2022, the Company established a Professional Ethics Committee with the primary mission of addressing matters related to professional ethics and independence.





**Audit**

- » Audit, review and preparation of financial information
- » Agreed-upon procedures
- » Forecasts and prospective evaluations
- » Preparation of reports to meet the requirements of Stock Exchange Market
- » Transformation of financial statements under IFRS, GAAP



**Tax**

- » International Taxation
- » International Taxation
- » Transfer pricing, CFC
- » Taxation for Expats
- » Tax consulting
- » E-declaration



**Consulting**

- » M&A
- » Due Diligence
- » IT-compatibility
- » Business structuring
- » Forensics
- » Risks
- » Anti-corruption audit

AC Crowe Ukraine, along with firms Crowe AVR and Crowe Accounting Ukraine, have strategically streamlined their service offerings to align with market demand. This optimization aims to comprehensively address customer needs and provide robust support in various business scenarios. Our goal is to meet our customers' requirements to the fullest extent possible.

**Crowe AVR, Ukraine**



**Appraisals**

- » Real estate valuation, valuation of proprietary rights
- » Business valuation, valuation of integral property complexes, securities, property rights and intangible assets
- » Valuation of intellectual property
- » Court expert opinions
- » Review of reports by professional appraisers
- » Financial analysis and forecast
- » Valuation of pledged property / collaterals
- » Consultancy center

**Crowe Accounting Ukraine**



**Financial accounting**

- » Financial accounting and preparation of financial statements
- » Support with and getting enterprises ready for tax audits
- » HR-accounting
- » Payroll
- » Consulting on financial accounting and application of IFRS
- » Control over accounting maintenance
- » Consulting on automation of accounting
- » Design of accounting policies, procedures, regulations and implementation at companies irrespective of the level



**Consulting Hub**

Recognizing the profound significance of the auditor's profession and its substantial responsibility to a wide array of stakeholders relying on financial information, our Firm is dedicated to delivering the highest quality professional services to our clients. These services cater to both our direct clients, who receive auditing and related services, as well as investors, regulators, experts, and other interested parties who utilize our clients' financial data for various purposes.

We uphold the quality of our audit services through the operation of an internally implemented Quality Assurance system, fully compliant with the stipulations of International Standard on Quality Management 1 (ISQM 1). This system provides the necessary assurance for the following:

- » Adherence of the Firm and its personnel to established professional standards, legislative acts, and regulations.
- » Accuracy and reliability of the reports issued by the Firm resulting from the services we provide, aligned with the specific circumstances.

Throughout the entire year 2022, in compliance with the International Standard on Quality Control 1 (ISQC 1) requirements that were in effect at the time, the Firm began implementing elements of new quality management standards for audit services – ISQM 1, ISQM 2, ISA 220 (revised), which became mandatory for application as of December 15, 2022.

Consequently, as different standards (both ISQC 1 and ISQM 1) were applicable during the reporting year 2022, this Report employs the terms "quality control system" (QCS) and "system of quality management" (SoQM) concurrently. These terms should be understood within the context of the respective standards.

**Quality Assurance System and Its Components**

The Quality Assurance (QA) system established within the Firm encompasses the following components, as outlined in ISQM 1:

- » The firm's risk assessment process
- » Governance and leadership
- » Relevant ethical requirements;
- » Acceptance and continuance of client relationships and specific engagements;
- » Engagement performance;
- » Resources;
- » Information and communication;
- » The monitoring and remediation process

For each of the aforementioned key components within the QA framework, the Firm has implemented corresponding policies and procedures with the ultimate objective of ensuring the delivery of high-quality audit services.

### Firm's Risk Assessment Process

The Firm's quality management system operates on a foundation of a risk-based approach, encompassing the following key aspects:

▶ *Establishment of Quality Objectives:* These objectives outline the desired outcomes related to the various components of the quality management system that the Firm aims to attain.

▶ *Identification and Assessment of Quality Risks:* This involves recognizing and evaluating potential risks that could impede the achievement of quality objectives. It is essentially the process of identifying what could go wrong and hinder the realization of the set goals.

▶ *Development and Implementation of Risk Mitigation Actions:* To address quality risks, the Firm formulates and enacts proactive measures aimed at reducing these risks to an acceptable level.

By embracing this risk-based approach, the Firm's quality management system goes beyond reacting to deficiencies after they occur; instead, it actively works to prevent them from arising in the first place.

### Management and Leadership

The senior management of AC Crowe Ukraine plays a pivotal role in fostering an internal culture of quality. They demonstrate their commitment to quality through their actions and behavior, which contributes to the development and strengthening of the following key aspects of our internal quality culture:

▶▶ *Serving the Public Interest:* We emphasize the Firm's role in consistently delivering quality services that serve the public interest.

▶▶ *Professional Ethics, Values, and Attitudes:* We underscore the importance of upholding professional ethics, values, and attitudes as fundamental pillars of our culture.

▶▶ *Responsibility for Quality:* We instill a sense of responsibility among all personnel, emphasizing their role in maintaining quality standards in their tasks and activities within the quality management system. We also emphasize expected behaviors aligned with these quality standards.

▶▶ *Quality in Strategic Decisions:* We highlight the significance of quality in the Firm's strategic decisions and actions, encompassing both financial and operational priorities.

At AC Crowe Ukraine, management's commitment to quality is effectively managed through the allocation of roles and responsibilities within the quality management system. The ultimate responsibility and accountability for the quality management system rest with the managing partner of the Firm. Operational responsibility for the quality management system is delegated to the Quality Assurance Officer (QA), who is responsible, among other duties, for conducting quality reviews of audit engagements in accordance with the International Standard on Quality Management (ISQM) 2, titled "Engagement Quality Reviews."

We firmly believe that our established organizational structure, along with the internal allocation of roles, responsibilities, and authorities, is well-suited to ensure the optimal functioning of our quality management system.

### Client Relationship Management

Client's acceptance and continuance, the process of accepting new clients or maintaining existing client relationships, involves a comprehensive evaluation beyond just assessing independence from the client and its personnel. It also encompasses:

1. *Integrity Assessment:* The Firm evaluates the integrity of both potential new clients and existing ones. This evaluation helps ensure that the Firm engages with clients who uphold ethical and principled conduct.

2. *Resource Availability:* In addition to independence, the Firm examines the availability of resources necessary to execute the audit engagement effectively. This includes assessing the competence of the team and the availability of guidance and expertise required for a high-quality audit.

In response to the ongoing conflict in Ukraine, the Firm has taken a proactive stance by discontinuing services to Russian legal entities and

individuals, as well as individuals subject to sanctions imposed by any country globally. AC Crowe Ukraine has chosen not to provide services to the government or state-owned enterprises of the Russian Federation and has severed ties with Russian clients, regardless of their formal status in relation to sanctions. This decision underscores our commitment to ethical and responsible business practices amid challenging geopolitical circumstances.

### Ethics and Compliance

Ethical behavior is rigorously upheld through strict adherence to the requirements outlined in the International Code of Ethics for Professional Accountants (including the International Independence Standards), as issued by the International Ethics Standards Board for Accountants (IESBA Code).

The meticulous observance of these ethical requirements is paramount in ensuring the highest level of quality in our professional services. This entails the careful selection of suitable staff for specific engagements, the acquisition of appropriate representations from our staff, and the continuous monitoring of employee actions within a framework that guarantees compliance with fundamental principles such as integrity, objectivity, professional competence, due diligence, confidentiality, and professional conduct.

The Firm's established regulations and procedures provide robust assurance that both the Firm and its personnel are unwavering in their adherence to ethical principles, including stringent independence requirements.

Independence, both for the Firm and its personnel in relation to clients and their officials, is an imperative condition for accepting and executing assurance engagements. This condition is upheld through:

- Imposing limitations on the share of a single client in the Firm's revenues and the duration of service provision,

- Adhering to restrictions on services that are unrelated to statutory audit,
- Imposing constraints on the hiring or employment of clients' personnel, and
- Implementing rotation policies and acquiring representations from employees to ensure compliance with the Firm's independence policies.

To collectively address matters concerning professional ethics, including independence, and to make informed decisions on such matters, the Firm established a Professional Ethics Committee in late 2022.

The Committee holds a critical role in addressing key matters concerning ethics and independence, as well as potential conflicts of interest. It deliberates on a range of issues and situations, including:

▶ *Assessing Threats to Ethics and Independence:* The Committee thoroughly reviews situations that either present existing threats or have the potential to pose threats to the fundamental principles of ethics for professional accountants and independence for the Firm, its partners, and employees.

▶ *Crafting Protective Measures:* In response to identified threats to ethical principles and independence, the Committee devises appropriate measures to mitigate these risks effectively.

▶ *Managing Reputational Risks:* The Committee evaluates situations that could lead to reputational risks for the Firm and the Crowe brand, taking proactive steps to address and mitigate these risks.

▶ *Monitoring Compliance:* It maintains vigilant oversight over compliance with ethics and independence requirements by the Firm's partners and employees, ensuring adherence to established standards.

▶ *Addressing Ethical Misconduct:* The Committee considers situations that display indications of ethical misconduct involving partners and employees of the Firm, taking necessary actions in response.

**Handling Requests for Confidential Information:** It examines requests from public authorities and courts for the disclosure of confidential information, ensuring that such requests are addressed appropriately.

- ▶ **Assessing Quality Risks:** The Committee assesses quality risks associated with the component of Relevant Ethical Requirements within the Firm's Quality Management System.
- ▶ **Resolution of Ethical and Independence Issues:** The Committee also addresses various other issues related to professional ethics and independence requirements that fall under the purview of the IESBA Code.

It is important to note that all decisions pertaining to ethical matters, including independence, are made by the Committee. Additionally, the Committee possesses the authority to initiate reports to the relevant professional organization concerning any violations that come to its attention.

### Resource Management

Human resources have consistently held paramount importance within our Firm. Given the stringent professional and ethical standards required for delivering our services, the Firm dedicates ongoing resources to attract, train, and continually assess the knowledge levels of our staff, particularly in areas related to client acceptance, engagement performance and task execution. We actively encourage our employees to enhance their competencies in alignment with their professional responsibilities.

For comprehensive insights into the Firm's policies related to this aspect of our quality management system, please refer to the sections titled "Continuous Learning and Training" and "Remuneration, Partner, and Auditor Rotation Principles."

Our technological resources encompass a range of elements, including computer equipment, network infrastructure, and software. The Firm ensures that both the organization and its employees are equipped with modern personal computers, servers, and essential software tools. Notably, statutory audit engagements are conducted using cutting-edge software, CaseWare Working Papers. We also implement advanced data analysis tools, such as CaseWare IDEA, to handle extensive datasets efficiently.

Our intellectual resources consist of internal regulations, service guidelines, and specific procedures that have been developed by our most experienced employees. These resources are invaluable in maintaining the quality and consistency of our services.

### Communication Management

The Firm's information system plays a crucial role in identifying, collecting, processing, and upholding current and fair information. This system serves as a pillar supporting our quality management system, drawing data from both internal and external sources.

Within our Internal Quality Culture, we emphasize and reinforce the responsibility of our personnel to actively share information with the Firm and among themselves. This collaborative exchange of information is integral to our commitment to maintaining high standards of quality and efficiency in our operations.

### Engagement Performance

In order to execute engagements effectively, the Firm has established a robust system of internal regulations, continuously refining it over time. These regulations outline the procedures for conducting various types of audit and related engagements, and they serve as a vital component of our intellectual resources.

We are committed to innovation, consistently developing new work methodologies. This includes the utilization of professional software endorsed as the standard by the Crowe Global network and other international audit teams.

To ensure adherence to professional standards and internal regulations during engagement execution, the responsibility falls to the person overseeing the quality assurance system or another qualified individual who was not directly involved in the engagement. Their role is to meticulously assess compliance with these standards and regulations, upholding the integrity and quality of our services.

### Monitoring and Remediation Process

The Firm has instituted an annual internal monitoring process for its quality assurance system, overseen by the Managing Partner in accordance with our internal regulations on monitoring and monitoring programs. This monitoring comprehensively assesses the functionality of the quality assurance system as a whole, examining its individual components. Additionally, it involves a sample-based inspection of completed engagements, with at least one engagement per key audit partner examined every three years. Notably, engagements related to the audit of financial statements for public interest entities receive prioritized attention during this examination.

As a member of the Crowe Global accountancy and consultancy network, AC Crowe Ukraine embraces additional responsibilities and adheres to elevated standards for the provision of audit services. These standards are mandated by both the national legislation of Ukraine and international norms. We achieve this through methodological support, mutual consultations, and the conduct of monitoring assessments of the Firm's activities conducted by the Network. This collective effort ensures the consistent delivery of high-quality audit services and reinforces our commitment to excellence.

### Quality Assurance System: Internal and External Audits

In May 2022, following a scheduled audit of our quality assurance system for audit services, the Public Oversight Body for Auditing issued Order No. 15-кя, dated May 09, 2022, recognizing our Firm's successful completion of the quality control audit. This recognition came with binding recommendations aimed at further enhancing our quality control practices.

Additionally, our Firm maintained its practice of engaging an external independent auditor from a Crowe Global member Firm to assess our quality control system, also referred to as our quality management system. In November and December 2022, a representative from Crowe Kazakhstan conducted this monitoring, affirming that our implemented quality control system complied with the prevailing professional standards at that time.

Furthermore, in October 2021, AC Crowe Ukraine underwent an external audit of the Crowe Global, a process conducted once every three years. This external assessment further demonstrates our commitment to upholding rigorous quality control / management standards and continuous improvement.

**QMS: Internal Monitoring**

Quality Assurance Department	Monitoring by Crowe Global Member Firm	Crowe Global
Inspection frequency		
Annual	Upon Managing Partner's initiative	Once per 3 years
Examination of the period covered by the present Transparency Report		
Yes	Yes	Yes
Last inspection completed		
2021	2022	2021

**QMS: External Monitoring**

ACU* Committee for Quality Management	APOB Quality Assurance Inspection
Inspection frequency	
Once per 6 years	Once per 3 years
Examination of the period covered by the present Transparency Report	
No	Yes
Latest inspection completed	
2017	2021/2022

\* Under the current Law of Ukraine On Audit of Financial Statements and Auditing, since the year 2018, the Audit Chamber of Ukraine has stopped exercising quality control of auditing services of audit entities, which are eligible to conduct statutory audit of financial statements of public interest enterprises. Such control is carried out by the APOB Quality Assurance Inspection

\*\* ACU stands for the Audit Chamber of Ukraine

\*\*\* APOB means Audit Public Oversight Body of Ukraine

The Firm's management is committed to maintaining an efficient quality assurance system at AC Crowe Ukraine. We believe that our current system effectively guarantees that the services we offer to our clients meet the standards set forth by Ukrainian legislation and professional standards.

Our internal regulations and procedures are in place to help us promptly identify areas that require improvement in our internal quality assurance system. The Firm's leadership continuously seeks opportunities to enhance all facets of our operations. We actively leverage the insights gained from practice inspections, internal assessments, and external regulatory reviews to refine and optimize our quality assurance system.

These ongoing efforts are crucial not only for the betterment of our business operations but also to ensure that our audit register remains in compliance with the latest standards and regulations. By consistently evaluating and improving our quality assurance practices, we aim to deliver the highest level of service to our clients and maintain our commitment to excellence.

**Independence**

AC Crowe Ukraine places a strong emphasis on maintaining independence in its audit and assurance engagements. We have implemented policies and procedures to effectively address independence issues, ensuring that we adhere to legal requirements, professional standards, and the expectations of the Crowe Global network.

**Threats Assessment:** During the acceptance of any audit or assurance engagement, our Firm conducts a thorough investigation into potential threats to independence. We assess the facts and circumstances associated with the engagement, both within our Firm, among our staff, and with other audit firms within the Crowe Global network. We continuously enhance our processes to identify and manage these threats effectively.

**Data Collection and Documentation:** To assess potential threats to independence, we have established procedures for collecting data on our interactions with clients. We ensure that the necessary information and documentation are in place to evaluate any circumstances that could compromise our independence. This includes maintaining records of communications and interactions with clients.

**Confirmation of Independence:** All personnel and experts involved in assurance engagements are required to confirm their independence at the outset of the engagement and upon its completion. Additionally, our entire team provides annual confirmation of their independence from our clients. We continually improve these confirmation processes to enhance their effectiveness.



**Client Acceptance and Continuance Procedures:** Our procedures for coordinating new client relationships and considering new engagements from existing clients are designed to prevent any relationships that might contravene Ukrainian legislation or the Code of Ethics. We actively review and refine these procedures to ensure their adequacy.

**Public Interest Entities:** We give special attention to independence when accepting audit engagements for clients classified as public interest entities under Ukrainian legislation. Additional procedures are in place to identify and address any relationships that could pose a threat to our independence in these cases.

**Engagement Quality Review:** Our quality review process includes a mandatory inspection of compliance with established regulations and procedures for independence. We make independence a focal point of our quality reviews to ensure that our engagements meet the highest standards of objectivity and integrity.

**Ongoing Monitoring:** Independence is a recurring focus during our monitoring of the quality assurance system. We regularly assess our independence controls and practices to identify areas for improvement and ensure ongoing compliance with regulatory and professional standards.

We strongly believe that by continually adjusting and improving our procedures related to independence, we strengthen our commitment to ethical and high-quality audit services. These efforts not only benefit our business but also contribute to the integrity of our audit register and the trust of our clients and stakeholders.

## Continuous Learning and Trainings

AC Crowe Ukraine places a significant emphasis on fostering continuous learning and development among our personnel. We believe that every member of our team should feel part of a cohesive and capable unit, capable of addressing challenges of any complexity. We recognize that the competence of our team directly influences our potential, service quality, and client commitment, making it a fundamental determinant of our market leadership.

Continuous training for auditors and other personnel involved in providing audit services is facilitated through participation in seminars and workshops. These events are conducted by both experienced AC Crowe Ukraine staff and leading experts, as well as training centers, based on individually tailored personnel development programs encompassing both personal and professional growth.

In addition to professional development, each employee has the opportunity to choose areas for personal fulfillment within the framework of their individual development programs. The Firm regularly conducts professional training sessions covering topics such as motivation, ethics, personal development, team building, and interpersonal skills

Our commitment to continuous learning and development involves the following key elements:

- ▶▶ **Comprehensive Training Programs:** We prioritize the continuous learning and training of our auditors and staff engaged in providing audit services. This is achieved through participation in seminars and training sessions led by experienced AC Crowe Ukraine employees and renowned specialists. These programs are structured around individual staff development plans, which encompass both personal and professional growth objectives.
- ▶▶ **Diverse Professional Development:** In addition to honing their professional skills, our employees have the opportunity to pursue personal fulfillment within the framework of their individual development programs. This holistic approach ensures that our team members grow both as professionals and individuals.
- ▶▶ **Broad Spectrum of Training Topics:** We regularly conduct professional training sessions covering areas such as motivation, ethics, personal development, team building, and effective communication in various scenarios. These sessions are facilitated by both internal experts and external professionals.
- ▶▶ **Global Expertise:** Our team benefits from a global perspective by participating in international webinars featuring specialists from Crowe Global in various fields. We also encourage our team to engage in professional events hosted by esteemed organizations such as the European Business Association and the Confederation of Builders in Ukraine.
- ▶▶ **Collaboration with Professional Bodies:** We provide opportunities for our personnel to engage in professional training and advanced courses offered by respected associations and organizations, including the Audit Chamber of Ukraine (ACU), the Audit Public Oversight Body of Ukraine (APOBU), International Academy of Certified Accountants and Auditors (IACAA), etc.
- ▶▶ **International Exposure:** We support our employees in attending international conferences where they can interact with government officials, business experts, and industry professionals. This not only enhances their knowledge but also fosters valuable networking opportunities.
- ▶▶ **Leveraging Crowe Global Resources:** As a member of Crowe Global, our team gains access to a wealth of educational materials, webinars, and training resources. These resources cover Crowe Global's audit methodologies, updates to audit standards, areas of audit risk, and avenues for enhancing service quality.
- ▶▶ **Internal Expertise Sharing:** We promote knowledge sharing within our organization through internal seminars and training sessions conducted by our own leading specialists at AC Crowe Ukraine.
- ▶▶ **Certifications:** We encourage advanced training and the attainment of certificates aligned with Ukrainian and international standards.

Our dedication to continuous learning and development reinforces our commitment to delivering high-quality audit services. It is our belief that a well-prepared and motivated team is essential to our success, allowing us to maintain our leadership position in the market.

We dedicate significant efforts to ensure the quality of our audit services. To establish uniform quality standards across the entire network, Crowe Global Network provides access to educational materials, webinars, and training sessions. These resources include descriptions of audit approaches and tools within Crowe Global, updates on audit standards and their implications, areas of audit risk, and aspects requiring quality improvement.

We implement global best practices in mentorship within the company, facilitating the onboarding and seamless adaptation of new employees into the #CroweFamily.

When establishing internal policies and procedures for staff training and development, the Firm adheres to legislative requirements governing the continuous professional training of auditors, in accordance with the Procedure for Auditors' (Personnel) Continuing Professional Training. Pursuant to this procedure, the Firm has established a minimum threshold for continuous professional training, amounting to 120 hours over three consecutive years on an accumulative basis, with an annual minimum requirement of not less than 20 hours. Additionally, the Firm has implemented monitoring procedures to track the duration of annual continuous professional training for each employee.

Through these measures, we remain committed to upholding the highest standards of professional development and competence among our team members, ultimately enhancing the quality of our audit services.



Audit training, 2022		
internal corporate trainings	external continuing professional trainings for auditors	external trainings for other professional staff
5023	1427	246
Total, programs		<b>6696</b>

Partner and Auditor Rotation, Remuneration Policies

The Firm's internal regulations and policies stipulate the mandatory rotation of partners and other employees who play pivotal roles in making critical decisions or judgments in statutory financial statement audits. In the case of public interest companies, we fully comply with the requirements for the external rotation of audit firms and key partners, as outlined in Article 30 of Ukraine's Law No. 2258-VIII On the Audit of Financial Statements and Auditing. Additionally, the Firm employs a gradual rotation mechanism within the framework of individual engagement projects.

The Firm has developed comprehensive personnel management policies, encompassing procedures for recruitment, training, development, and motivation. Our motivation strategy is centered on the efficient management of human resources, including the attraction, collaboration, and retention of skilled professionals to foster a sustainable and proficient team.

To support this strategy, the Firm utilizes a variety of motivation tools aimed at nurturing an internal corporate culture, reinforcing the Crowe Brand identity, promoting social responsibility, enhancing Soft Skills, and cultivating other essential competencies required for the delivery of high-quality professional services.

**The primary principles of financial incentives within the Firm encompass:**

- **Quality Performance of all Employee Development Indicators (KPIs):** Ensuring that every employee achieves a high level of compensation by consistently meeting performance targets and KPIs.
- **Opportunity for Each Employee to Attain High Levels of Compensation:** Providing each employee with the opportunity to earn a competitive level of pay based on their performance.
- **Efficiency, Timeliness, and High-Quality Results in Job Performance:** Emphasizing efficiency, timeliness, and the delivery of high-quality results in job performance.
- **Initiative and Innovative Approach to Work and Task Execution:** Encouraging employees to show initiative and adopt innovative approaches to their work and task execution.
- **Fair Compensation Based on Individual Contributions to Overall Results:** Ensuring that compensation is justified and commensurate with each employee's individual contributions to the overall results.

Key partner evaluations are conducted annually based on the Firm's performance indicators and established criteria. The compensation for key partners and auditors comprises two components: fixed and variable. The fixed component aligns with the primary salary level according to employment contracts and is disbursed regularly in accordance with Ukrainian labor legislation. The variable component of compensation is calculated based on the Firm's performance for the reporting year and hinges on the Firm's income during a specific period relative to the tasks carried out by key partners. It is allocated in accordance with KPIs.

The Firm's policies also incorporate mechanisms to address non-compliance with internal policies and quality standards, which may result in corrective actions such as adjusting compensation amounts, providing additional training, implementing enhanced supervision, and other necessary measures.

Income from Services Rendered (as per the Firm's financial statements)

Total revenue received in 2022 amounted to

**UAH 56 170, 4 thousand**

Other operating income  
**UAH 751,9 thousand**

Net income from sales of products  
(goods, works, services)  
**UAH 47 241,9 thousand**

Other income  
**UAH 8 176,6 thousand**

**\$1,812,8 billion**

Net income received by the audit firms of the network from the provision of services for the statutory audit of financial statements and consolidated financial statements under the laws of the respective countries (at least in the countries EU members) in 2022.

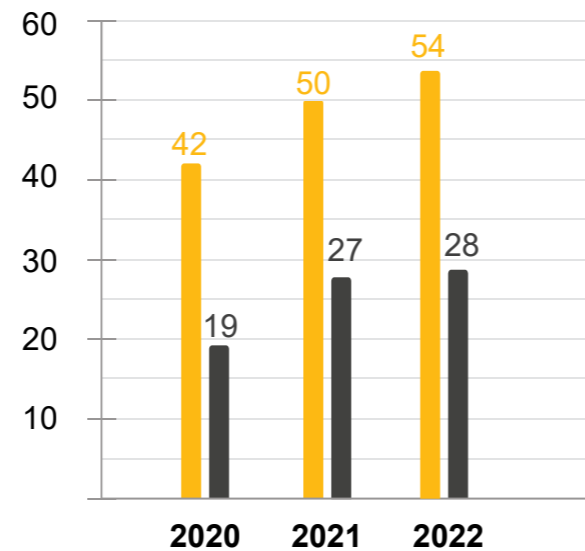
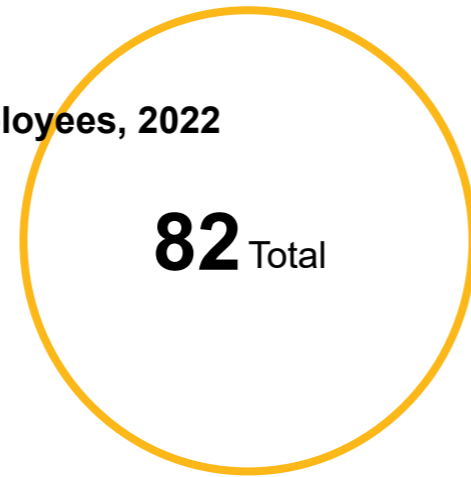
Revenues from sales of products (goods, works, services)	UAH, thousand
Revenues from the statutory audit of financial statements for public interest entities and entities belonging to the group of companies whose Parent Company is such entities	15 288,2
Revenues from the statutory audit of financial statements of other legal entities	10 749,9
Revenues from the non-audit services to public interest enterprises	461,0
Revenues from non-audit services to other legal entities	9 204,9
Other audit services	11 537,9
<b>Total</b>	<b>47 241,9</b>

The Firm has published its [annual financial statements for 2022](#) on the Firm's official website in accordance with the provisions of Article 37 of the Law of Ukraine No. 2258-VIII On the Audit of Financial Statements and Auditing.

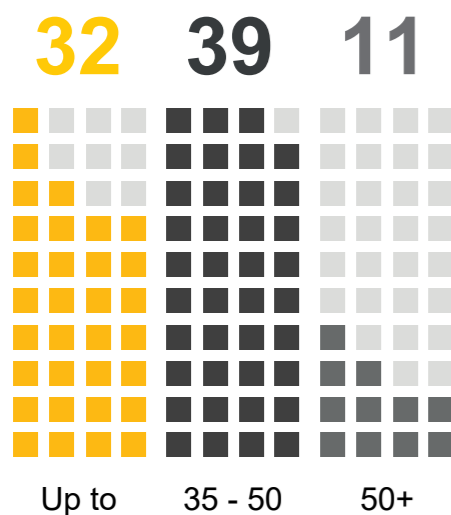
**Personnel, 2022**



**Employees, 2022**



**Staff by Age, AC Crowe Ukraine**



**Crowe Global**

Crowe Global is an international network comprising independent accounting and advisory firms licensed to utilize the Crowe trademark while delivering accounting, audit, tax, advisory, and other professional services to their clientele.

Crowe Global is legally structured as a Verein (Association) under Swiss law, serving as a non-practicing organization that does not provide professional services independently. It is wholly owned by its member firms and conducts its operations through a fully-owned subsidiary incorporated under the laws of the State of New York in the United States, where its headquarters is located.

In the context of the International Ethics Standards Board for Accountants (IESBA) Code of Ethics and its membership in the Forum of Firms, Crowe Global is denoted as a "Network."

Additionally, Crowe Global extends Horwath HTL licenses to member firms offering advisory services to the hospitality, travel, and leisure industries.

Membership within the Network hinges upon the adoption of the network's strategy, core values, members' philosophy, and strategic objectives. The network collaborates with members to ensure compliance, with provisions in place for the removal of member firms that fail to meet these expectations.

The network maintains adaptability to respond to swiftly evolving global events. For instance, during the conflict in Ukraine, Crowe Global disassociated from former members in Russia and Belarus.

**Leadership, Governance, and Management**

The Board of Directors (the "Board") is responsible for overseeing Crowe Global's management. It supervises the Network's activities, including the establishment of its strategy and policies.

The Board consists of individuals representing senior leadership from member firms, along with an appointed Chief Executive Officer (the "CEO"). Besides the CEO, all board members, including the Chair, are appointed for two-year terms. After these terms expire, the Chair and the majority of the Board members are elected by the members. According to the bylaws, three seats on the Board are allocated among representatives of the largest members.

The Board of Directors comprises four committees that perform the following functions: compensation oversight, strategic planning, compliance with bylaws and corporate governance, as well as audit and risk management committees.

The Executive Committee is appointed by the CEO and oversees the day-to-day management of the Network. Its responsibilities are derived from the bylaws and the authority delegated to it by the Board. It is chaired by the CEO and includes the Chief Operating Officer, three Regional Presidents, the Global Marketing Director, the International Director of Accounting and Auditing, and the International Tax Director.

### Excellence through Leadership and Quality

Ensuring excellence is the cornerstone of Crowe Global's strategy. Quality is a constant focus, and Crowe Global strives to consistently apply international standards to deliver the expected quality from a leading Network.

Our membership in the Forum of Firms is a significant testament to our support for international standards and their development. Together, our decisions support our leaders in achieving their goals and promote quality and efficiency.

The basis of effective collaboration is a stable ethical environment. Crowe Global is committed to adhering to the Code of Ethics of the International Ethics Standards Board for Accountants (IESBA). Core principles of integrity, objectivity, competence, confidentiality, and behavior are integral to providing professional services, especially in an international context.

Our leadership efforts in advancing excellence and quality include supporting members in the application of the latest audit programs, bringing members together in a seminar program that facilitates knowledge exchange, and providing a comprehensive global review program.

#### Global webinars

Crowe Global offers an extensive webinar program, focusing on the application of new international standards and keeping up with the latest advancements in audit technology. Additionally, we provide a series of webinars for member firms that delve into the intricacies of quality management standards and offer guidance on their implementation.

Our webinars feature external speakers from standard-setting organizations and professional bodies, who bring valuable insights and expertise to the table.

#### Global review program

Our member firms actively engage in systematic reviews of their audit practices. These reviews serve as a valuable platform for sharing experiences related to audit quality and the application of standards. They also provide an opportunity to proactively anticipate the implementation of new standards.

Each individual firm undergoes a thorough review process, receiving comprehensive feedback. Furthermore, the general trends and common themes that emerge from these reviews are discussed in our webinars.

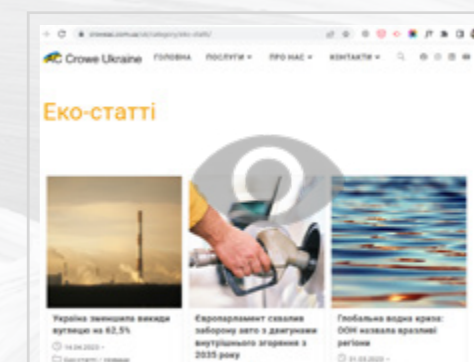
#### Forum of Firms

The Forum of Firms is an association of international accounting firm networks specializing in transnational audits. Its primary objective is to champion uniform and high-quality standards for financial reporting and audit practices on a global scale. As a member of the Network, Crowe Global is obliged to showcase its dedication to adhering to and advocating for the consistent implementation of high-quality audit practices.

The primary focus of sustainable development in 2022 was to preserve lives, the country's integrity, its resources, and reduce the impact of war. Our team conducted an active informational campaign on "How to be eco-friendly during wartime" through our informational resources.

We continue to implement our sustainable development concept called Hello, #eco, which celebrated its 3rd anniversary last year.

During this time, we have completely eliminated the use of PET bottles, replacing them with glass. We do not use disposable tableware, and all the paper in our office complies with international FSC standards. For internal document circulation, we have significantly reduced printing and utilize electronic versions.



All corporate products at AC Crowe Ukraine come from Ukrainian eco-friendly manufacturers, from pens to eco-bags.



For several years now, we have been collaborating with the Waste Management Center and practice waste sorting in our office.



We strive to remain eco-friendly consistently, regardless of the circumstances we find ourselves in.

Corporate social responsibility is a matter of thoughtful and healthy societal development. It involves understanding ourselves and the world around us, conveying the Firm's values to the external audience, and defining who we are and how we interact with others.



As a socially responsible Firm, we believe that by assisting the future generation, we contribute to our country's development.

In 2022, we purchased specialized beds to ensure comfortable dialysis procedures in the intensive care unit for chronic intoxication at the Oleksandrivska Clinical Hospital.



That year, on St. Nicholas' Day, we decided to help children who have been affected by occupation and the children of fallen soldiers.

In 2022, our daily life incorporated new initiatives, such as supporting the Armed Forces of Ukraine, internally displaced persons, and those affected by military actions. These are the new realities of life for Ukrainians, and our focus has shifted accordingly in the concept of corporate social responsibility.



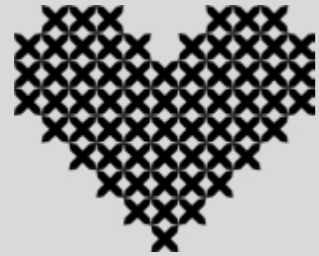
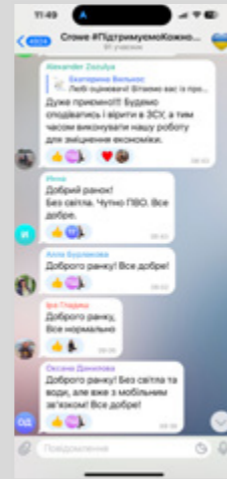
In the spring of 2022, we launched the volunteer project [#SaveUkraine](#) for charitable foundations and civil organizations supporting the Ukrainian Armed Forces and territorial defense forces. Within this volunteer initiative, our team provides professional services in auditing, consulting, and more.

In June, our Firm initiated the cultural project [#CroweCare](#), in support of Ukrainians forced to leave their country due to the war. The first initiative was implemented in collaboration with the crisis assistance headquarters for Ukrainians in Bar, Montenegro, operating under the patronage of the Ukrainian Embassy in Montenegro. The project aimed to enrich the local library with Ukrainian-language books to support the ethnic identity of Ukrainians.



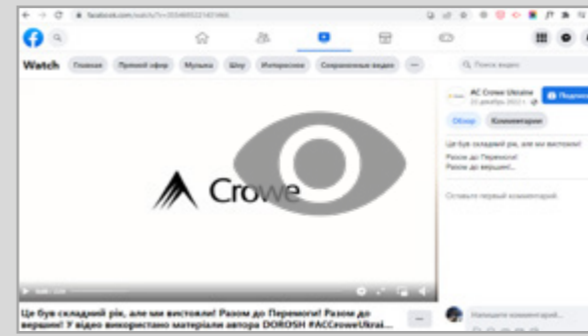
We would like to extend a special acknowledgment in this Report to our AC Crowe Ukraine employees who are actively engaged in volunteer activities. They organize humanitarian aid to the country's de-occupied regions, particularly those who are defending our nation! All of these efforts embody the real values of caring individuals!

**CroweFamily** team is the foremost asset of the Firm. Ensuring the safety and well-being of our employees were the top priorities for the leadership of AC Crowe Ukraine in 2022. The team remained in constant communication 24/7 to ensure that everyone was well and safe. The #CroweSupportsEveryone chat became a place for psychological support and care.



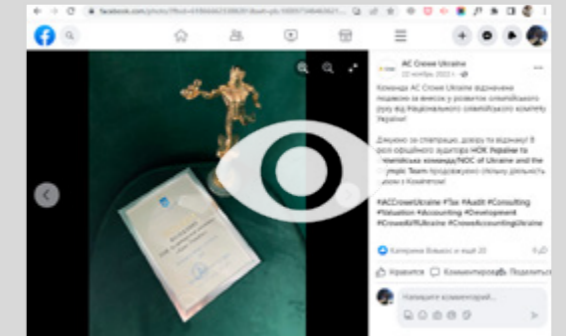
The team continued the tradition of honoring the holiday dedicated to Ukrainian national attire - the embroidered shirt or "vyshyvanka". Today, more than ever, Ukrainians are striving to express their identity and demonstrate their individuality and unyielding spirit.

Life within our CroweFamily was shared on our official Instagram page (QR code), where our team posted pictures of our pet-friendly office.



We paid tribute to the defenders of Ukraine, continued to professionally grow and learn, and shared the highlights of 2022

The AC Crowe Ukraine team was recognized with gratitude for their contribution to the development of the Olympic movement by the National Olympic Committee of Ukraine.



AC Crowe Ukraine signed memoranda of cooperation with Kyiv National University named after Vadym Hetman and Lviv Trade and Economic University.



Audit Firms that are Members of Crowe Global

№	Company name	Country
<b>North and South America</b>		
1	ACC & Partners BV	Curacao
2	Canepa, Kopec y Asociados Argentina	Argentina
3	CPAmerica	USA
4	Crowe Auditores Consultores Ltda.	Chile
5	Crowe BDS SRL	Barbados
6	Crowe BGK LLP	Canada
7	Crowe Bahamas	Bahamas
8	Crowe Belize	Belize
9	Crowe (BVI) Ltd	British Virgin Islands
10	Crowe Burgos Accountants NV	Suriname
11	Crowe Consult Auditores Independentes	Brazil
12	Crowe Consult Consultoria Empresarial	Brazil
13	Crowe Horwath Cayman Ltd.	Cayman Islands
14	Crowe Horwath CR, S.A.	Costa Rica
15	Crowe Co S.A.S.	Colombia
16	Crowe LLP	USA
17	Crowe MacKay LLP	Canada
18	Crowe Macro Auditoria y Consultoria	Brazil
19	Crowe Panama Sociedad Civil	Panama
20	Crowe PR PSC	Puerto Rico
21	Crowe Soberman LLP	Canada
22	Gossler, S.C.	Mexico
23	Horwath Central America, S. de R.L. de C.V.	Central America
24	Integrity Auditing Group, Ltda. de C.V.	El Salvador
25	J.C. Descalzo & Asociados	Paraguay
26	Romero y Asociados Cia. Ltda.	Ecuador
27	Roncal, D'Angelo y Asociados S. Civil de R.L.	Peru
28	SC Marquez Perdomo & Asociados	Venezuela
29	Sotero Peralta & Asociados	Dominican Republic
30	Stavros Moyal y Asociados	Uruguay
31	TRUSTA, An Accountancy Corporation	Hawaii
32	Vertice Financiero S.A.	Guatemala
<b>Asia Pacific</b>		
33	Ahmed Mashuque & Co.	Bangladesh
34	ANS Audit Company Limited	Thailand
35	BK Agrawal & Co.	Nepal
36	Center For Investment And Business Advisory	Indonesia
37	Crowe (HK) CPA Ltd.	Hong Kong (China)
38	Crowe (TW) CPAs	Taiwan
39	Crowe Advisory Services (India) LLP.	India
40	Crowe Australasia	Australia
41	Crowe China Consulting	China
42	Crowe China CPAs	China
43	Crowe China Group	China
44	Crowe China Tax	China

№	Company name	Country
<b>Asia Pacific</b>		
45	Crowe GTA Myanmar Co. Ltd.	Myanmar
46	Crowe Indonesia Teknologi PT	Indonesia
47	Crowe Sakura & Co.	Japan
48	Crowe Horwath - Afghanistan	Afghanistan
49	Crowe Horwath First Trust LLP	Singapore
50	Crowe (KH) Ltd.	Cambodia
51	Crowe Maldives LLP	Maldives
52	Crowe Horwath (Mn) Audit LLC	Mongolia
53	Crowe Hussain Chaudhury & Co.	Pakistan
54	Crowe Malaysia	Malaysia
55	Crowe (MC) CPA	Macau (China)
56	Crowe Toyo & Co.	Japan
57	Crowe Vietnam Co., Ltd.	Vietnam
58	Gajma & Co	Sri Lanka
59	Hanul LLC	Korea
60	Horwath Tahiti	Tahiti
61	JC Bhalla & Co.	India
62	Kosasih, Nurdyaman, Mulyadi, Tjahjo & Rekan	Indonesia
63	PT Kinarya Lima Kapital	Indonesia
64	Ramon F. Garcia & Company CPAs	Philippines
65	SF Consulting	Indonesia
66	V.P. Thacker & Co	Indonesia
67	Watanabe Tax Corporation	Japan
<b>Europe, Middle East and Africa</b>		
68	ABAK-Az Crowe Ltd.	Azerbaijan
69	AC Crowe Ukraine	Ukraine
70	Adib Al Chaa & Co Chartered Accountants	Qatar
71	Al-Azem & Al-Sudairy Certified Public Accountants	Saudi Arabia
72	Alfa Capital Assessors i Auditors, SL	Andorra
73	Alfa Treuhand & Revisions AG	Germany
74	Al-Tiwalli & Al-Khateeb Company, Certified Auditors	Jordan
75	Boscolo & Partners	Romania
76	BPG Beratungs- und Prufungsgesellschaft mbH W.S.	Germany
77	Cabinet d'Audit Hamza et Associes	Algeria
78	Cabinet Zahaf et Associes	Tunisia
79	Callens, Pirenne & Co.	Belgium
80	CDNW Group Ltd	Estonia
81	C-CLERC S.A.	Luxembourg
82	Crowe & Asatryans LLC	Armenia
83	Crowe Accelera Management, S.L.	Spain
84	Crowe ACG	Tajikistan
85	Crowe Accountify PT	Portugal
86	Crowe AIA	Uganda
87	Crowe Horwath Konzalting d.o.o	Croatia
88	Crowe Horwath Revizija d.o.o	Croatia

№	Company name	Country
<b>Europe, Middle East and Africa</b>		
89	Crowe Advartis Accounting s.r.o. (Czech Republic)	Czech Republic
90	Crowe Advartis Accounting Sp z.o.o. (Poland)	Poland
91	Crowe Advartis Accounting s.r.o (Slovakia)	Slovakia
92	Crowe Advisory PT, Lda	Portugal
93	Crowe AHFAD	Yemen
94	Crowe AL SHPK	Albania
95	Crowe Angola - Auditores e Consultores, S.A.	Angola
96	Crowe Audit & Accounting Ukraine LLC	Ukraine
97	Crowe Auditores Espana S.L.P.	Spain
98	Crowe Azerbaijan	Azerbaijan
99	Crowe Baltic Caspian Audit LLC	Azerbaijan
100	Crowe BH	Bahrain
101	Crowe Bompani Spa	Italy
102	Crowe Bulgaria Advisory Ltd.	Bulgaria
103	Crowe Bulgaria Audit Ltd.	Bulgaria
104	Crowe CF / LGN CF	Switzerland
105	Crowe COR	Kenya
106	Crowe Cyprus Limited	Cyprus
107	Crowe Dafinone	Nigeria
108	Crowe Denmark	Denmark
109	Crowe DNA (Pty) Ltd	South Africa
110	Crowe DNW SIA	Latvia
111	Crowe Donoway Ltd.	Estonia
112	Crowe Erastus & Co.	Kenya
113	Crowe Kazakhstan	Kazakhstan
114	Crowe Fairfield Ltd	Mauritius
115	Crowe Foederer B.V.	Netherlands
116	Crowe France	France
117	Crowe FST Consulting Kft	Hungary
118	Crowe Global Risk Consulting LLP	UK
119	Crowe Goel & Associated	Botswana
120	Crowe Legal y Tributario	Spain
121	Crowe Mikhailenko	Ukraine
122	Crowe Horwath ATA	Mauritius
123	Crowe Horwath Baltic Estonia	Estonia
124	Crowe Germany	Germany
125	Crowe Netherlands	Netherlands
126	Crowe Hrvatska d.o.o.	Croatia
127	Crowe Dr A.M. Hegazy & Co	Egypt
128	Crowe Frankfurt	Germany
129	Crowe GE LLC	Georgia
130	Crowe Horwath Mozambique	Mozambique
131	Crowe Horwath Olgu Bagimsiz Denetim ve YMM A.S	Turkey
132	Crowe Professional Auditors LV (Iraq)	Iraq
133	Crowe Horwath Tax and Accounting d.o.o.	Croatia

№	Company name	Country
<b>Europe, Middle East and Africa</b>		
134	Crowe HSY AB	Turkey
135	Crowe HZK	South Africa
136	Crowe in Southern Africa (Pty) Ltd	South Africa
137	Crowe Infrastructure Africa Limited	Kenya
138	Crowe Ireland	Ireland
139	Crowe JHB	South Africa
140	Crowe J&W	Malawi
141	Crowe Tonnerviks Revision AB	Sweden
142	Crowe Liberia LLC	Liberia
143	Crowe MAK	UAE
144	Crowe MÖHRLE HAPP LUTHER	Germany
145	Crowe Oman	Oman
146	Crowe Osborne AB	Sweden
147	Crowe Partner Revisjon AS	Norway
148	Crowe Peak B.V.	Netherlands
149	Crowe Professional Auditors LV (Lebanon)	Beirut, Lebanon
150	Crowe RS doo	Serbia
151	Crowe RS Advisory doo	Serbia
152	Crowe SG Ltd	Mauritius
153	Crowe Slovenija d.o.o.	Slovenia
154	Crowe SOT advisory, audit & tax GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft	Austria
155	Crowe SOT GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft (Klagenfurt)	Austria
156	Crowe SOT GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft (Wien)	Austria
157	Crowe SOT GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft (Eisenstadt)	Austria
158	Crowe SOT GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft (Innsbruck)	Austria
159	Crowe Spark	Belgium
160	Crowe Al Muhanna & Co.	Kuwait
161	Crowe JV - Consultoria Fiscal e de Gestão, Lda.	Portugal
162	Crowe Sweden	Sweden
163	Crowe TAC	Uzbekistan
164	Crowe Tanzania	Tanzania
165	Crowe TG Icaaf Sarl	Togolese Republic
166	Crowe Tonnerviks Revision AB	Sweden
167	Crowe Treuhand AG	Liechtenstein
168	Crowe Troy Bagimsiz Denetim Smmm Ltd Sti.	Turkey
169	Crowe Turkey	Turkey
170	Crowe UK LLP	UK
171	Crowe Valente	Italy
172	Crowe Västerås AB	Sweden
173	Crowe Veritas	Ghana
174	Crowe Winelands (Pty) Ltd.	South Africa
175	Crowe Zimbabwe	Zimbabwe



No	Company name	Country
Europe, Middle East and Africa		
176	Crowe Curator Tax AG	Switzerland
177	Crowe Curator Audit AG	Switzerland
178	Crowe Horwath Elron Oy	Finland
179	Dr. Kleeberg & Partner GmbH	Germany
180	FC Advisory S.A.	Luxembourg
181	Fiduo S.A.	Luxembourg
182	Finexpert - Boscolo Consulting SRL	Romania
183	GAT Company	Saudi Arabia
184	GMCP Servicios Juridicos y Financieros	Spain
185	Horwath ACF	Tunisia
186	Horwath Malta	Malta
187	Horwath Maroc Audit	Morocco
188	Ibrahim Yaseen & Partners Co. - Professional Auditors	Jordan
189	Inter Africaine d'Audit et d'Expertise (IAE-SARL)	Mali
190	Inter-Audit Crowe LLC	Ukraine
191	Kavram Bağımsız Denetim ve Danışmanlık A.Ş.	Turkey
192	Kindberg Revision AB	Sweden
193	Maura Audit Oy	Finland
194	Max Consulting Group (MCG)	Senegal
195	Mert 1 YMM ve Bağımsız Denetim A.S.	Turkey
196	Nyström & Partners Revision KB	Sweden
197	Okalla Ahanda & Associates	Central Africa
198	Ovadia Pick Kriheli And Co.	Israel
199	RWT Crowe GmbH Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft	Germany
200	S&A Tax & Audit SA	Switzerland
201	Sydrevisjoner Aktiebolag	Sweden
202	Sydrevisjoner Vast AB	Sweden
203	SOL S.A. Associated Certified Public Accountants S.A.	Greece
204	UAB Crowe LT	Lithuania
205	Uniconseil	Ivory Coast
206	Valente Associati Studio Legale Tributario GEB Partners	Italy
207	Vanas & Partners	Austria
208	Vidi Revisjon AS	Norway

Business associations		
North and South America		
1	Willi Bamberger & Asociados C. Ltda.	Ecuador
Asia-Pacific region		
2	Aurum Equity Partners	India
3	Corporate Advisers Inc.	Japan
4	Minato Trust Co., Ltd.	Japan
5	HW Group Inc.	Taiwan
Europe		
6	Platinum Partners GmbH	Germany
7	RWT Reutlinger Wirtschaftstreuhand GmbH	Germany
8	Studio Associato Servizi Professionali Integrati - SASPI	Italy
9	Sagnard & Associates	Luxembourg
10	Braekhus	Norway
11	Soreco Audit SL	Spain
12	FLM Experts Legals i Comptables	Spain
13	Berney Associates SA	Switzerland
14	Platinum Partners AG	Switzerland
Middle East and Africa		
15	Yeshanew Gonfa	Ethiopia
16	EAGate Foreign Trade Auxiliary PLC	Ethiopia
17	Ahmed Ghattour & Co	Libya
18	Maayah & Co.	Palestine

## Public Interest Enterprises (PIEs) to which Statutory Audit Services were provided in 2022

- |  |   |
|--|---|
| 1. JSC Kirovogradgaz                               | 29. PJSC Lombard Doncredit LLC Inter-Realty and Company |
| 2. JSC Donetskoblغاز                               | 30. JSC Bank Trust-Capital                              |
| 3. JSC Kyivgaz                                     | 31. ALC Guardian  |
| 4. PJSC Shakhtar Football Club (Donetsk)           | 32. LLC FC Dinero                                       |
| 5. ALC Yagotynsky Butter Factory                   | 33. BG Bank Trust-Capital                               |
| 6. ALC Zolotonosha Butter-Making Combine           | 34. BG Credobank  |
| 7. LLC Pyriatyn Cheese Plant                       | 35. LLC Tavria-B  |
| 8. LLC Agrotech-Garantiya                          | 36. PE Tavria Plus                                      |
| 9. LLC Europe Arm Sport                            | 37. JSC Odesgaz   |
| 10. LLC Zunami                                     | 38. LLC Odesgaz-Postachannya                            |
| 11. ME IA Kyiv (Zhulyany)                          |   |
| 12. SE Danylo Halutskyi International Airport Lviv |   |
| 13. SE Printing Plant "Ukraine" for Securities     |   |
| 14. SE Ukrpatent                                   |   |
| 15. SE Regional Power Grids                        |   |
| 16. PJSC Kyivmiskbud Holding Company               |   |
| 17. LLC Hyundai Motor Ukraine                      |   |
| 18. LLC Ukroliya                                   |   |
| 19. ALC Insurance Company Ekta                     |   |
| 20. SE Ukrkhimtransamiak                           |   |
| 21. JSC Credobank                                  |   |
| 22. JSC Bank Avangard                              |   |
| 23. PJSC MTB Bank                                  |   |
| 24. JSC Motor-Bank                                 |   |
| 25. JSC RVS Bank                                   |   |
| 26. BG Motor-Bank                                  |   |
| 27. JSC Altabank                                   |   |
| 28. LLC Bi El G Microfinance                       |   |

## About the Firm

AC Crowe Ukraine is proudly affiliated with Crowe Global, a distinguished international accounting network ranked as the eighth largest globally. Comprising independent firms, Crowe Global provides audit and consultancy services through 798 offices in 150 countries across the globe.

Our firm is a member of this network, renowned for its sterling reputation, commitment to the highest quality standards, and unwavering dedication to client satisfaction.

In response to the Russian Federation's aggression in Ukrainian territory, Crowe Global made the strategic decision to disassociate from representatives of the Russian Federation and the Republic of Belarus within the network.

Link to official source: <https://www.crowe.com/global/news/crowe-global-statement-on-conflict-in-ukraine>

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