

Doing the Right Thing

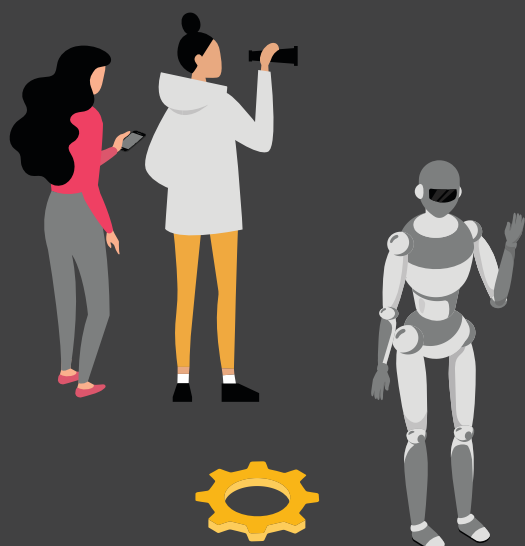
**Corporate Responsibility Report for the 2020
Financial Year**

Delivering Complex Solutions

Understanding our Business

Our network structure

PwC is a global network of separate firms, owned and operating locally in 155 countries around the world. This structure provides PwC firms with the flexibility to operate as the most local and the most global of businesses at the same time. CR at PwC is similarly governed at global and local levels and it runs right to the top of local and network leadership.



About PwC Slovakia

All businesses today are based on people and ideas. Our success at PwC, and the quality of the services we deliver, depends on the talents of our people and the value they bring to every assignment, every day. We are always looking to attract talent to enhance our business relationships, deepen our industry knowledge and refresh our world view.

However, our ability to work together to deliver complex solutions to complex problems is where we can add value to your business. Our people have extensive experience of a broad spectrum of industries. We bring together a unique blend of talents to suit your needs



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PwC Slovakia Corporate Responsibility

in a snapshot



Akexander Šrank
Country Managing Partner

CR Governance in PwC Slovakia

CR activities in PwC Slovakia are coordinated by our internal CR team – a group of volunteers from our employees who actively participate in our CR activities in addition to their job responsibilities. In FY20, the CR team had 8 active members. All team activities are supported by Dagmar Haklová, Partner CR Leader of PwC Slovakia.

Financial Year 2020 in Numbers



659 employees



55% are women



28% of directors and partners are women

EUR 23 300

the amount PwC's Endowment Fund gave to 24 projects under the Helping Hand grant Programme

22 080 EUR

the value of the assurance services we provided pro bono, or at a discounted rate during 7 audits of foundations

25 hours

spent on skilled volunteering by our people

Our Corporate Responsibility strategy

At PwC, we believe in being ‘part of it’: part of the global conversation and movement towards responsible business practices that create positive change in the world. Through our CR agenda, we can be part of the solution to global challenges in two ways. Our strategic goals as follows:



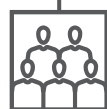
Doing the right thing:

playing our part in responsible business issues that are central to our business -from the quality of our services to our engagement with communities and our environmental footprint.



Being a catalyst for change:

using our skills, voice, and relationships to work with others and influence activities to make a difference, create change and have a lasting impact on the world around us.



Diversity and inclusion:

at PwC, we respect and value differences. We know that when people from different backgrounds and with different points of view work together, we create the most value – for our clients, our people and society.



Environmental stewardship:

our efforts are focused on reducing energy usage from offices and air travel – which are by far the greatest source of our carbon emissions.



Part of it:

PwC is a part of the solution to responsible business challenges

We aim to:

Be a catalyst for change and do the right thing

We focus on:

Responsible Business
Diversity & Inclusion
Community Engagement
Environmental Stewardship

PwC is committed to playing a leading role in achieving a sustainable future: we take responsibility for our actions and promote responsible business practices; we support the growth and development of our people and communities, and seek to minimise our environmental impact.

We manage CR using: Our leadership ladders

Responsible

Business

Our role as professional service providers

At PwC, we play a significant role in the world's capital markets and take pride that our services help to improve the credibility, transparency and reliability of financial statements and information that guides investors and stakeholders to make informed decisions. We have a responsibility to uphold and embody ethics, transparency and integrity in all aspects of our work.

We are leaders in developing trust in business and using our skills and relationships to influence the marketplace to promote more ethical and responsible behaviour. By exemplifying responsible leadership, we make a difference to the success of our clients, people and communities and demonstrate how sustainability is a core component of strong governance and organizational accountability.

Our focus on ethics and transparency

A key component of our overall CR strategy is supporting strong ethical and transparent business practices across the company and all that we do. We do this by developing our people's responsible leadership skills and by numerous other initiatives.

These include:

our code of conduct

ethics hotlines

e-learning sessions

risk management training

anti-money laundering training

privacy policies

business gift policy

reporting obligations under professional conduct rules



Dagmar Haklová
Partner

We also have an ethics and business conduct leader who provides oversight for our reporting processes. Each year, all of our people are required to participate in interactive independence training sessions and complete an annual confirmation of their personal responsibilities regarding independence and company compliance. In FY20, we achieved 100% completion of compliance confirmation.

Client selection process

We seek to only serve those clients we are competent to serve, who value our services and meet appropriate standards of legitimacy and integrity. We make sure we work for companies whose activities are legal and do not violate our principles. Strict compliance procedures are in place to ensure that current or new engagements do not impose any reputational risks, as we do not wish to associate ourselves with such companies.

Client feedback programme

To better understand how well clients' needs and expectations were met in the past, and to identify areas for improvement, we regularly seek feedback regarding the quality of the services we deliver. We carry out an annual Client Feedback Programme for major assignments in Slovakia. We approach our key clients to find out their satisfaction level with how we performed our work, our client approach, and the quality of communication and cooperation with our professionals. Honest and straightforward client feedback is essential for us to further develop our people and build on our client relationships.

Independence policy

We closely guard our independence. We protect the trust of our clients and other stakeholders by adhering to our regulatory and professional standards, which enable us to achieve the objectivity necessary in our work. In doing so, we strive to ensure our independence is not compromised or perceived to be compromised. We address circumstances that impair, or could appear to impair, our objectivity.



We are a member of various professional organisations

We share our knowledge and expertise to increase our impact on the market and promote best practises:

- Engage Group - corporate and community involvement
- Chambers of Commerce
- Professional associations:
 - Automotive Industry Association
 - HRcomm
 - ACCA
 - SKAU (Slovak chamber of auditors)
 - SKDP (Slovak chamber of tax advisors)
 - CISA (Certified Information Systems Auditor)
 - SSA (Slovak Society of Actuaries)
 - AICPA (American Institute of Certified Public Accountants)
 - SKCU (Slovak chamber of certified accountants) and more

Responsible Business

Sharing our greatest assets

One of our greatest assets is the knowledge of our professionals. We contribute to the increased competence and expertise of the business community by sharing this knowledge with the marketplace.

Our key thought leadership includes:

- CEO Survey and CEO Forum Slovakia's preeminent CEO award
- Automotive Suppliers Survey
- Leading HR Organization Award
- Pocket Tax Book
- Additional surveys and publications

Diversity

and Inclusion

People at PwC

Our role as a professional service provider

Creating value for clients and communities depends on building and maintaining strong relationships between people with a mix of talents, experiences and backgrounds, so we are focused on building a diverse and inclusive business. To succeed in our network-wide goal to be number one for talent, we must attract, develop and retain high potential people who are able to work with each other effectively. We encourage open minds. At PwC, we are only interested in talent and do not discriminate with regards to age, race, gender or disability.

To foster a broader conversation on gender diversity and diversity, we have launched a number of resources for everyone, regardless of gender or culture. We support individuality.

It is important to us that we are a responsible business that treats people fairly - people are our greatest asset. We create value for our people and our clients by promoting diversity, fostering a culture of inclusion, and supporting a healthy work-life balance.





Training and continuous education

PwC's worldwide policy is to ensure that all staff are appropriately qualified for the work they perform. Training needs and professional development of employees are identified and agreed upon during the appraisal process. PwC provides technical training to our employees in the following areas:

- Advisory University programmes
- Tax Academy
- ACCA courses
- IFRS training
- US GAAP & US GAAS
- Management skills
- Audit methodology
- Risk management
- New Senior and Manager Academy
- RAS Academy
- Preparatory course for SKAU and UDVA exams
- soft skill trainings and language courses



29 933 hours

In FY20, the total amount of time spent on training was 29 933 hours.



We help each other grow

Creating a coaching culture for PwC means that each of us needs to develop the habit of coaching people day in and day out, both on the job and on a personal level. Mutual shared accountability is the key to the success of this culture as each of us seeks and receives frequent, meaningful feedback and actively engages in this new approach.

We have a standardised Performance Coaching & Development Programme. Every employee has a coach, and receives constructive written feedback from people they collaborate with and discusses their development plans with their coach.

Global mobility

In FY20, we continued to focus on providing opportunities for secondments to and from various countries. We develop the skills and international perspective of our people.

These secondments help build the skill sets and capacity of the people taking part and of their co-workers in the host country and in their home region.

In FY20, Slovak employees were placed in Poland, USA, Switzerland, Izrael, Slovenia and Ukraine and we had colleagues from Turkey, USA, Ukraine, Russia, Serbia and Kazakhstan in Slovakia.

Education is the key

That education matters so much to us is no surprise. PwC is, at its core, an education-based enterprise. Every year, PwC people participate in a variety of internal learning programmes and are involved in educational programmes at universities.

Flexible working hours

We offer a number of flexible working arrangements such as flexible working hours, working from home, unpaid leave, sabbaticals, and part-time work. Mothers returning from maternity leave are able to maintain their work/life balance.





During FY20, we cooperated with 6 universities in Slovakia, delivered FIA courses and professional lectures at EUBA, We also delivered a number of open lectures and workshops for more than 200 students on audit, Excel, CV writing skills and navigating through a job interview. Other interesting activities we conducted were PwC Consulting Challenge and PwC Quantum Computing Challenge that engaged more than 20 students.

Our long term cooperation with Mokrohajska special high school in Bratislava focuses on improving the quality of education of children with special needs. With the help of a financial collection of our employees, the school was able to buy two interactive whiteboards that enhanced the educational process of students that need to attend school in person. PwC donated 20 computers to the school so that the teachers could have continual contact with the students even when they had to deliver online classes.



EUR 17 477

PwC supports companies that employ people with disabilities, so-called sheltered workshops, by ordering catering services and purchasing Christmas gifts for clients. In FY20 PwC purchased EUR 17 477 worth of products from sheltered workshops.



Environmental stewardship

Globally, many PwC firms are developing more environmentally-efficient business practices for their operations. However, our greatest potential to have influence is to impact the environment positively via our work with clients.

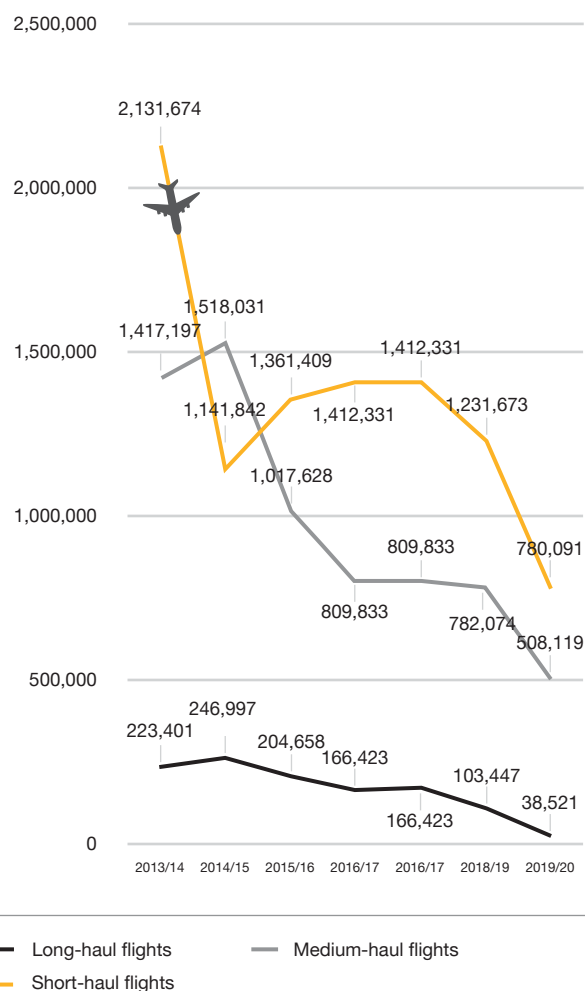
Collaborating for better solutions

With a global network of 700 people in our Sustainability and Climate Change practice, PwC is a leading advisor on sustainability, climate change and green growth. We are working with the UN to develop new ways of calculating the economic value of the world's ecosystems and integrating these principles into business decision-making.

PwC has advised on services to the Carbon Disclosure Project, to help them deliver their goals and give investors a unique global view of how the world's largest companies are responding to climate change.

PwC is a signatory to the UNGC CEO Water Mandate, a public-private initiative that assists companies in the development, implementation, and disclosure of sustainability policies and practices regarding water.

PwC managed to decrease its air miles by 64% between 2013-2020



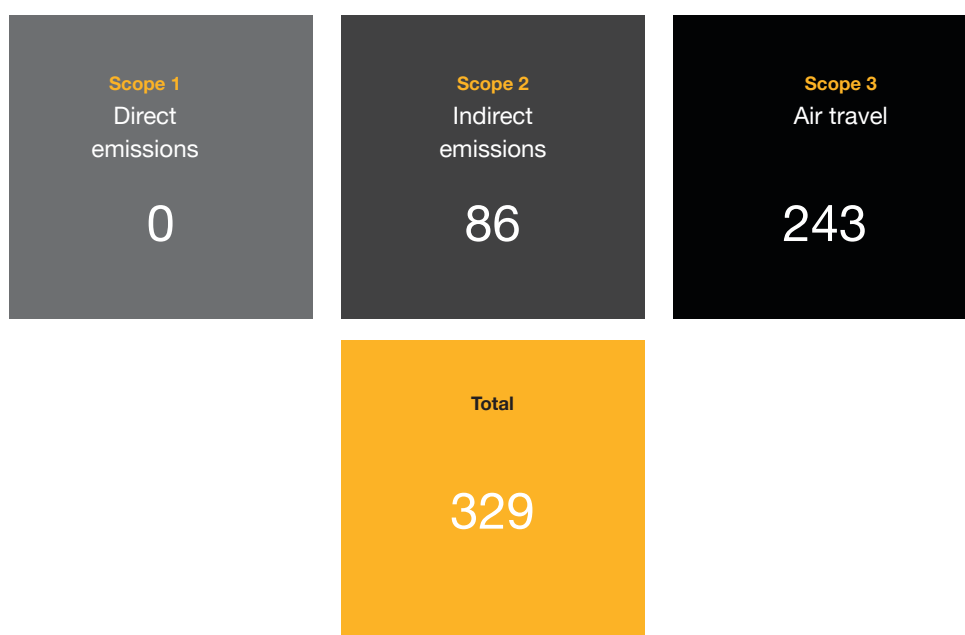


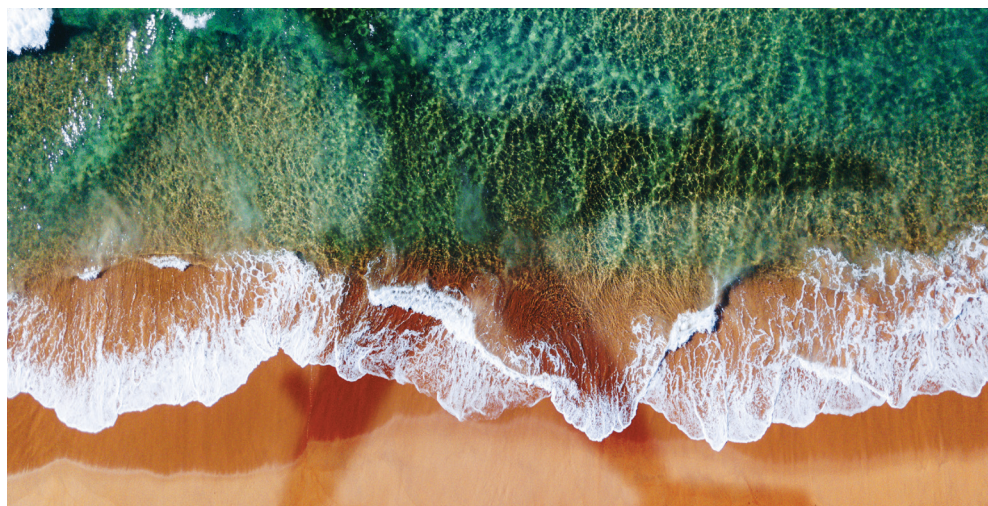
Environmental stewardship

Climate change

To understand and mitigate our impact on climate change, we track our carbon footprint and invest in actions to reduce it. We do this by recording data on our energy use and the sources of our greenhouse gas (GHG) emissions, such as the energy we consume, business travel and, from this year, our paper consumption. In FY20, GHG emissions related to our operations were as follows:

PwC Slovakia GHG footprint (in tonne)





Footnotes:

- Scope 1** – Direct emissions: emissions from sources that are owned or controlled by PwC, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.
- Scope 2** – Indirect emissions: emissions from the generation of purchased electricity and heat consumed.
- Scope 3** – Air travel: emissions from work-related air travel.

PwC – environmentally-friendly workplace

Duplex printing and using recycled paper is set by default on our printers. We also have special containers for paper and plastic next to the printers and in kitchens

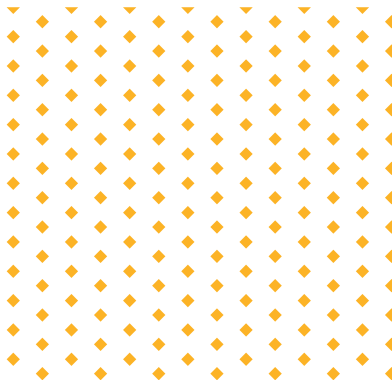
Waste management and recycling are priority at PwC.

We are also trying to be environmentally friendly as regards transport: we support the fight against air pollution and the reduction of urban noise by using car sharing, taxi cars and bicycles.

We work in brand new premises. Heat produced by the technology rooms is used to heat the office interior.

Community engagement

All the activities PwC undertakes as a business and as individuals have an impact on the communities in which we operate. Our responsibility is to ensure that our activities support a strong and thriving community. Our employees are engaged in community projects and encourage them to think of those in need by providing them with various opportunities to help others.





We support our community by:

- Providing pro bono and/or discounted professional services
- PwC Endowment Fund and the Helping Hand grant programme
- Directly involving employees in volunteering
- Holding charity collections and donations

Our community partners include:

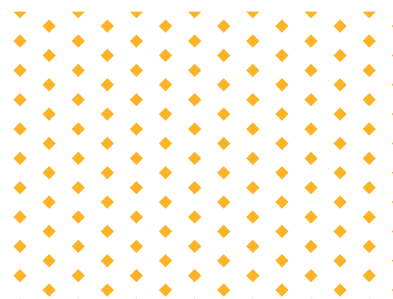
Engage Group – platform for corporate volunteering and community involvement

- Pontis Foundation
- Vagus homeless shelter
- DePaul homeless shelter and others

In FY20, we provided an audit pro bono, or at a discounted rate to 7 foundations:

- Good Angel (Dobrý anjel)
- ČSOB Foundation
- ZSE Foundation
- HB Reavis Foundation
- SLSP Foundation
- Duke of Edinburgh International Award
- OZ Billa

40 of our professionals including partners, directors, senior managers, senior associates and associates and office staff, spent 863 hours on these projects. The value of our pro-bono and discounted services was EUR 22 080.



PwC's Endowment Fund and the Helping Hand grant programme

Our Endowment Fund is one of the ways we support beneficial activities such as the projects of NGOs or municipalities. Part of the fund's activities are the Helping Hand employee grant programme, which provides annual grants.

How does it work?

The fund supports the Helping Hand employee grant programme, which supports projects nominated by our employees. Employees are encouraged to nominate a project they consider beneficial and their direct participation in the project is more than welcome. We distinguish between "recommended projects" and "direct involvement" projects. For us, an employee nomination is the guarantee that the money will be used transparently – and nominations should be based on a genuine relationship and not just an ad-hoc connection for the purpose of receiving a grant.

24

projects were
chosen for support
(direct and indirect
involvement)

23 300 €

was given
to short-listed
projects via
PwC's Endowment
Fund

3 steps, 3 engagements:

1

Our employees nominate projects

2

Our employees decide
which projects will
be supported

3

Our employees are involved
in the projects



In FY20, PwC supported 24 beneficial projects in which our employees were directly involved or that our employees recommended

Medical high school at Farská 3, Nitra - Pharmaceutical laboratory equipment

Integra Foundation - Grant for a campaign on climate change

Civic association Into the wild - Rescue station for animals

Elementary school in Košice - Purchase of books for a kids' reading club

Civic association Harbour of Hope - Fitness zone (not only) for the disabled

"For our school" - modernizing and enhancing of the educational process of kids at Mokrohajská school

Civic association Harmony - Journey through Slovakia - activity for children from the Centre for children and families in Pezinok

Theatre Group Trnava - Interactive theatre and dance performance

Civic association Odyseus - organization protecting the human rights

Helpi - Installation of sharing boxes in Bratislava for exchanging of things

Platform for families - training for the platform's team that will enhance their communication and cooperation skills.

Cystic fibrosis club - A video series on exercises and rehabilitation for patients

SP - Organization of the 11th year of a week-long revival concert tour GODZONE TOUR

Association of students of medicine in Košice - Standing committee on human rights and peace

Civic association ŠINTER - Reparation of the floor in the gym at Žitavská 1 elementary school

ZORE Slovakia - joined activity of local citizens and businessmen to enhance the environment

Civic association kRaj - Creation of a workshop for beeswax manufacture

Sport Club RAJA - Purchase of laser guns necessary for preparation of athletes for races in modern duathlon, triathlon and quadrathlon

Project Kukucky - a long-term cooperation between volunteers and a group of 35 children from a home Kolárovo

Canoe Club Dunajčák - project enabling children with mental and physical disabilities access to water sports

I.N.A.K - 6th round of international breakdance competition

Gamča perpetua - a course enabling talented students to solve interesting and challenging extracurricular tasks

Snipers Bratislava - grant providing for a long-term gym lease and for improvement of training conditions and increase in training frequency

Civic Association NPRODUKT - theatrical performance made for the Feast of St. Nicholas in Jarovce

EUR 23 300



was given
to projects
by PwC's
endowment
fund

24
projects



were
supported
by our
Helping Hand
endowment
fund

33



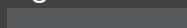
bags of summer
and winter
clothes were
collected by our
employees and
donated to Charity
in Rožňava and
Community Centre
in Hnúšťa

EUR 22 080

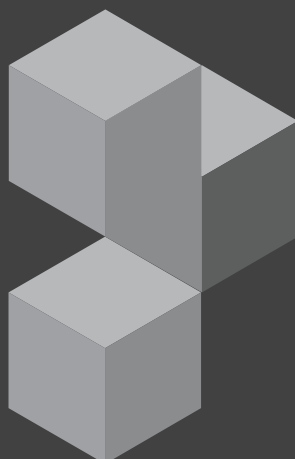
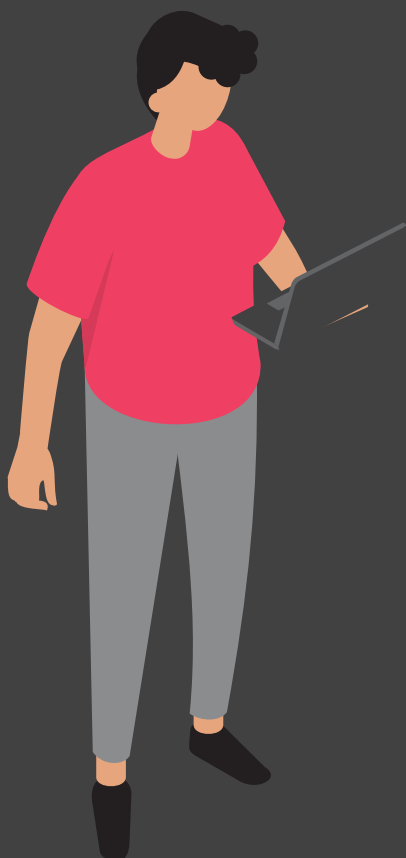


of pro
bono and
discounted
services was
donated

8
organizations



were provided
with pro bono
or discounted
services



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At PwC, our purpose is to build trust in society and solve important problems. We are a network of firms in 155 countries with more than 284,000 people committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com/sk.©