



Forvis Mazars for good

Sustainability Report 2025



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Dear readers,

I am delighted to present to you our third Sustainability Report, which reflects our long-term commitment towards responsible, transparent and ethical business practices. As a leading international firm providing audit, tax and advisory services, we recognise the responsibility we bear towards society.

In providing our services, we ensure compliance with regulatory requirements whilst fostering an environment based on fairness, integrity and trust. We continuously invest in the training and development of our professionals to ensure they are prepared to respond responsibly to the demands of a complex regulatory environment.

Climate Commitment

Environmental responsibility is a natural part of our business. We recognise the environmental challenges of today, and therefore systematically implement measures to support sustainable development and reduce negative impacts. A significant milestone in 2024 was the adoption of our Net Zero commitment, through which we reaffirmed our goal of achieving carbon neutrality by 2042. The commitment includes an action plan and interim targets for specific periods. This step has further strengthened our sustainability strategy and helped to integrate climate considerations into our decision-making processes. As a result, we are gradually achieving measurable results.

Community engagement and development

We also view social responsibility beyond the scope of our business. We support educational projects, collaborate with the non-profit sector through pro bono services and regularly participate in voluntary activities.

Every year, our employees take part in a range of events, contributing their time and expertise where it is needed. I truly appreciate their long-term commitment, which enables us to strengthen our role as a responsible company together.

Outlook for the future

In the coming years, we aim to build on our existing sustainability initiatives and develop them further. We will continue to work closely with key stakeholders, particularly clients, employees and communities, to better understand their needs and expectations.

The careful monitoring of legislative developments goes without saying. We remain committed to achieving our goals on the path to more sustainable business practices, even though mandatory reporting requirements for companies of our size have been postponed by legislation.

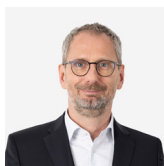
Foreword

A Word from the Managing Partner

In conclusion, I would like to thank our employees for their daily dedication and our clients for the trust they have placed in us over the long term. Thanks to our joint efforts, we are able to achieve our set goals and contribute to positive changes in society.

Thank you for taking the time to read our Sustainability Report. We trust it will serve as an inspiring source of information for you.

Yours sincerely,



Milan Prokopius
Managing Partner
at Forvis Mazars in the Czech Republic





Dear readers,

Allow me to introduce the third edition of our local Sustainability Report. At Forvis Mazars, sustainability is an integral part of our internal processes and is also key to both our own business and the portfolio of services we provide.

Forvis Mazars' ESG Strategy

At Forvis Mazars, sustainability is an integral part of both our strategic management and the day-to-day running of the company. In 2024, we strengthened our climate strategy by adopting a Net Zero commitment, with the aim of achieving carbon neutrality by 2042. This commitment is accompanied by an action plan setting out specific measures and targets for each financial year, which we incorporate into the company's key decisions.

Our commitment to the environment and towards our employees was also reflected in the choice of our new offices in 2023. We are based in Prague's Holešovice district in a modern complex with LEED and WELL certifications.

As well as environmental responsibility, we also focus on social issues, particularly employee welfare and community support. Our employees are our most valuable asset, which is why we create a working

environment that best meets their needs. At the same time, we collaborate with non-profit organisations, which we support financially, by providing expert services and by volunteering our time.

An important part of our strategy is also developing knowledge in the field of sustainability. Regular staff training helps us to share common goals and direction.

Our clients' sustainability

The Corporate Sustainability Reporting Directive (CSRD), adopted in 2022, introduced a new non-financial reporting obligation for a wider range of companies. At the same time, it is accelerating the transformation of businesses across the European Union, including the Czech Republic.

In response to these developments, we expanded our services to include sustainability and ESG in 2023. Since then, we have been supporting clients on their journey towards more responsible business practices.

We recognise that meeting these new requirements can be challenging for companies, which is why we appreciate the trust of clients who choose Forvis Mazars as their partner. We are delighted to be part of these changes and look forward to further projects in the coming years.

Looking ahead

We are constantly seeking new opportunities to develop our sustainability commitments whilst strengthening our role as a high-quality and attractive employer. This year, too, we are ready to face the challenges presented by sustainability alongside our clients.

Foreword

Foreword by the Lead Partner for HR & Payroll and ESG Services

We greatly appreciate the time you have taken to read this Sustainability Report. We hope it has given you an insight into the vision and values of Forvis Mazars.

Yours sincerely,



Jana Boštíková
Leading partner
HR, Payroll & ESG services,
Forvis Mazars in the Czech Republic





About Forvis Mazars

Group Overview



Forvis Mazars is a leading global professional services network operating under a single brand with two members: Forvis Mazars, LLP in the United States and Forvis Mazars Group SC, an internationally integrated partnership operating in over 100 countries.

Forvis Mazars, with a history spanning more than 100 years, is a natural continuation of the legacy of both firms. We are committed to providing clients with a service that builds on the expertise of our colleagues and a friendly, personal approach. As a network of two affiliated organisations, we act swiftly to provide consistent audit, tax and advisory services worldwide.

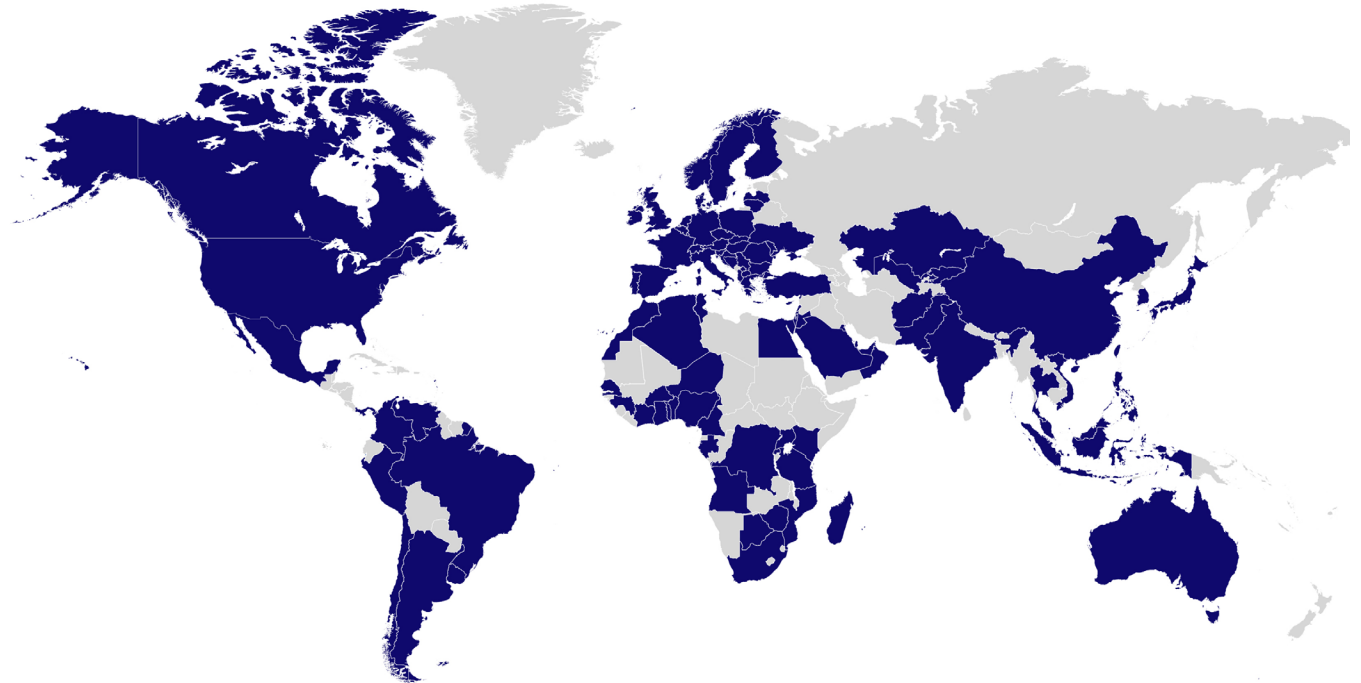
We understand our clients' lines of business, which gives us greater insight, deeper specialisation and tailor-made solutions. Our teams, comprising more than 40,000 experts in total, have the experience and skills to provide the best possible support to companies of all sizes, both locally and globally, now and in the future.

We are connected:

100+ 40 000+

countries and territories

professionals worldwide



As of 1 January 2026

■ Forvis Mazars

Forvis Mazars is the brand name of the Forvis Mazars Global network (Forvis Mazars Limited) and its two independent members: Mazars LLP in the United States and Forvis Mazars Group SC, an internationally integrated partnership operating in over 100 countries and territories.



Forvis Mazars in the Czech Republic

Forvis Mazars in the Czech Republic has been offering a wide range of services since 1995. It provides clients with services in the areas of audit, tax advisory, payroll accounting, accounting outsourcing, transaction advisory, valuation, technology advisory, and corporate social responsibility and sustainability.

Forvis Mazars in the Czech Republic employs more than 260 professionals. Thanks to our balanced approach, we are able to strike the right balance between a personal touch and business processes. We add something extra to our professional services: a friendly and personal approach.

Given its comprehensive range of services, Forvis Mazars is able to act as a competitive partner and offer tailor-made services to both smaller entities and multinational corporations.

Forvis Mazars in the Czech Republic

Key figures

€18,1 m

turnover

(financial year 1 September 2024 – 31 August 2025)

8

partners

260+

professionals

30

years of continuing tradition

1

office in Prague





Our services

Forvis Mazars offers a comprehensive range of professional services, including advisory, audit, accounting and tax services for a diverse range of clients across various sectors. Our unique integrated approach, combined with technical excellence and personal commitment ensures tailor-made solutions for listed companies, large corporations, public sector organisations, small businesses and private individuals.

Audit and Assurance Services

Our audits provide clients with assurance and transparency, and strengthen the company's credibility in the public eye. We bring together the right people with the right skills, draw on our collective knowledge, and use consistent tools and methodologies.

Tax services

We offer clarity and innovation to help you navigate today's global tax environment. Our team provides clear and informed advice and creates transparent and integrated tax solutions. We offer specialist advice in areas such as corporation tax and income tax, transfer pricing, and domestic and international transactions.

Outsourcing

Our outsourcing services help improve performance, ensure compliance, manage costs and provide flexibility. We offer services in the areas of accounting and reporting, human resources and payroll, and the relocation or secondment of employees abroad and more. Our solutions help to monitor and manage outsourced activities worldwide.

HR consulting and payroll services

We provide reliable, scalable and integrated solutions in the field of human resources and payroll that reduce costs and increase efficiency. Our team ensures accurate and timely payroll processing and compliance with local regulations. We utilise the latest technologies to streamline automated processes. As part of our HR consulting services, we offer a wide range of services, such as advice on equal pay, supporting clients in implementing diversity and inclusion, auditing of internal policies and benefits, management coaching and development, and reviews of existing HR processes and legal obligations.

Equal Salary Certification



In 2024, we obtained certification to provide the EQUAL – SALARY Certification service. This certification demonstrates a commitment to equal pay for men and women. Certification makes a company more attractive to potential employees and helps retain talent, improves the company's reputation and promotes diversity and inclusion. We conduct audits leading to the award of EQUAL-SALARY certification and ensure continuous improvement in gender equality.

Financial Advisory

Our global team supports critical business moments such as mergers and acquisitions, forensic investigations and restructuring. We focus on maximising value, understanding your organisation and providing practical advice. Our services include debt advisory, fundraising, valuation and transaction services.

Sustainability and ESG

Our sustainability services primarily focus on the implementation of legislation governing ESG and non-financial reporting. We help clients to process and meet these requirements, and to integrate them into their existing internal processes and strategies.

Forvis Mazars in the Czech Republic

Our services



Valuations and Expert Opinions

We hold a licence to carry out expert activities, including business valuations, fair value determinations and property valuations. Our reports are accepted by the courts and comply with IFRS requirements.

Global mobility and employment taxes

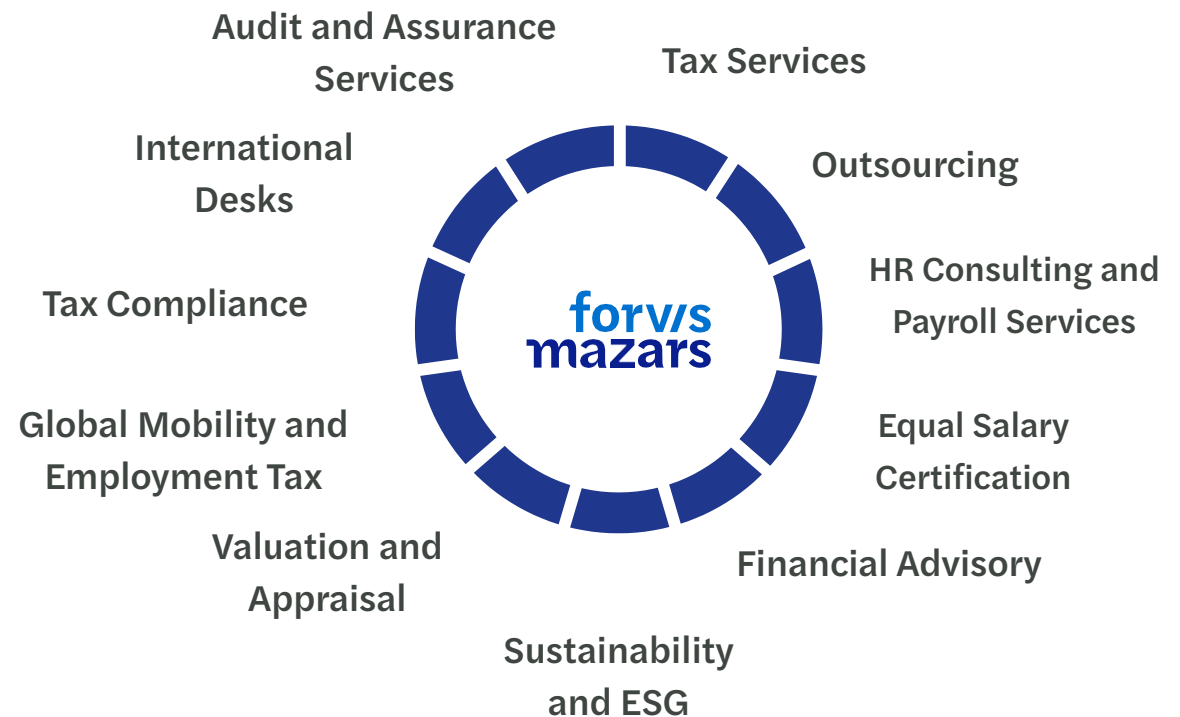
We provide expertise in global workforce management and ensure compliance with tax, immigration and social security laws. Our services include consultancy on cross-border employment, social security optimisation and support for immigration risk management.

Tax compliance

We address the complexities of tax compliance and offer services in VAT, corporate income tax, transfer pricing, personal income tax and strategic compliance advice. Our inControl platforms and Madison are improving compliance processes and collaboration.

International Desks

We support international companies expanding into or from the Czech Republic and offer advisory, audit, tax and accounting services.



Our Mission

As auditors and business advisers, we play a part in our partners' development, and the success of every collaboration lies primarily in a relationship based on mutual trust.

Our primary mission is to provide the conditions and professional foundation for the success of our employees and clients. We strive to enable our clients to achieve results that take into account economic, environmental and social (ESG) factors. At the same time, we always provide our services in accordance with ethical standards.

We recognise our duty to promote social responsibility and protect the environment for future generations. Our commitment to providing excellent services goes hand in hand with our commitment to support our employees, to reduce our environmental impact and to make a positive contribution to the communities in which we operate.





Company Management

We work as one team and share the same values, work ethic and goals, which are to provide the highest quality services to our clients whilst upholding our responsibility towards our people, the environment and society as a whole.

The role of the Forvis Mazars Group is to define the organisation's strategic objectives and coordinate the implementation of these objectives at the level of member firms.

In the Czech Republic, there are three separate legal entities that make up Forvis Mazars in the Czech Republic:

- Forvis Mazars s.r.o.,
- Forvis Mazars Audit Ltd.,
- Forvis Mazars Consulting Ltd.

Our Management

The company is managed by partners who constitute the executive body of Forvis Mazars in the Czech Republic. They are responsible for the day-to-day management of the partnership in line with jointly-established strategic objectives. The company's partners focus on supporting growth and ensuring the quality and sustainability of our activities.



Jana Bošíková
Leading Partner,
HR & Payroll and ESG
Services



Pavel Klein
Tax Leading Partner



Jaroslav Křivánek
Tax Partner and FA
Leading Partner



Jiří Šimek
Audit Partner and Valuation
Leading Partner



Vendula Pešková
Outsourcing Leading
Partner



Milan Prokopius
Managing Partner of
Forvis Mazars in the
Czech Republic



Pavel Škraňka
Audit Leading Partner



Jan Kellner
Audit Partner



Company Management

Sustainability Management

Sustainability Services
and internal ESG strategies, corporate
social responsibility (CSR)



Jana Boštková
Leading partner HR & Payroll
and ESG services

Diversity and Inclusion



Olga Přikrylová
HR Manager

Membership of associations and organisations

Association for Social Responsibility

Forvis Mazars is a member of the Association for Corporate Social Responsibility. A-CSR is the largest initiative in the field of sustainability and ESG in the Czech Republic. Together with its members, it works towards fulfilling the UN Sustainable Development Goals (SDGs). Their vision is for sustainability to become a natural part of business and the operations of every organisation in the Czech Republic. They engage in active dialogue with the state, the successful outcome of which should see sustainability become one of our society's fundamental priorities.

Notable projects include ESG assessments, SDG awards, the E-shop, Giving Tuesday, the Sustainable Lab and the Global Goals Summit.

Ta Udržitelnost

We are members of the Ta Udržitelnost expert group, which brings together experts in the field of sustainability. By joining this platform, we gain the opportunity to present topics relating to non-financial reporting legislation and ESG to the public in a way that makes the information clear and understandable for businesses.

EcoVadis Certification

EcoVadis is a global standard for assessing corporate sustainability, which has already been awarded to 85,000 companies, including Forvis Mazars. The assessment is based on



International sustainability standards, such as:

- The Ten Principles of the UN Global Compact.
- The Conventions of the International Labour Organisation (ILO).
- The Global Reporting Initiative (GRI).
- ISO 26000.

The aim of the EcoVadis assessment methodology is to evaluate the quality of a company's sustainability management system through its policies, measures and results. The assessment focuses on 21 criteria, which are divided into four themes: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement. This comprehensive assessment provides evidence-based performance analyses and action plans for companies.

We are delighted to share with you that we have completed a thorough assessment of our sustainability practices with EcoVadis and have been awarded a bronze medal for the 2024/2025 financial year.

Finženy

For several years now, we have been part of the #FinŽENY Initiative, which showcases not only leading figures in the Czech financial sector, but above all exceptional female managers and recognised experts from more than seventy banks, insurance companies, investment funds, consultancy firms and other businesses.

Our women in managerial positions are regularly included in the list of 131 inspiring women in finance.



Membership of associations and organisations

Partnership with Business & Professional Women CR

Forvis Mazars has established a partnership with Business & Professional Women CR, an organisation that promotes women's economic independence, equal opportunities in the labour market and the development of their professional potential. Through this partnership, we support initiatives in the areas of diversity, equality and inclusion, particularly regarding equal pay, professional development and the sharing of best practices. The organisation is part of the global BPW International network, which operates in more than 100 countries and contributes to the systematic promotion of the principles of equality and sustainable development in both the business environment and society.

Equal Pay Day 2025

Last year, Forvis Mazars became a partner of the Equal Pay Day Czech Republic 2025 conference, organised by Business & Professional Women CR. We are continuing this collaboration this year. The conference has long been a platform for expert discussion on the gender pay gap and promotes equal opportunities in the labour market in line with Sustainable Development Goal 5. As part of this year's programme, Jana Boštíková, Lead Partner of the HR & Payroll and ESG Services Department, was one of the speakers. She helped participants navigate the latest data on the gender pay gap and the new requirements for non-financial and ESG reporting relating to pay transparency. By participating in this conference, we contributed to the development of the professional debate on pay equality and to strengthening the principles of transparent and responsible management in the area of diversity and inclusion.





Overview of the company's stakeholders

Group of stakeholders	List of stakeholders	Stakeholder expectations	Methods of communication
Business	<ul style="list-style-type: none"> Clients Suppliers Professional associations and societies 	<ul style="list-style-type: none"> High-quality and comprehensive services Transparency and accountability A people-centred approach Sharing know-how and expertise in the field of sustainability 	<ul style="list-style-type: none"> Code of conduct for suppliers Local and group Sustainability Reports Local and Group Annual Reports Regular meetings and gatherings
Our people	<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> Meaningful work Modern approaches to work and flexibility Effective tools A pleasant working environment Diversity and inclusion Work-life balance Competitive remuneration Company ESG strategy 	<ul style="list-style-type: none"> Regular staff meetings with management Team-building events Seasonal gatherings Volunteering days Regular performance review
Public institutions	<ul style="list-style-type: none"> Government Central bank, regulators and supervisory authorities 	<ul style="list-style-type: none"> Compliance with legislation Accurate and timely reporting Methods of communication: filing tax returns, reporting to authorities, etc. 	<ul style="list-style-type: none"> Conferences
Educational institutions, professionals and the media	<ul style="list-style-type: none"> Secondary schools Universities The press and journalists Professional organisations 	<ul style="list-style-type: none"> Gaining practical experience Student training An attractive employer for graduates 	<ul style="list-style-type: none"> University fairs Visits and talks at secondary schools and universities Expert commentary in the press Presentations on current topics in the media
The planet and society	<ul style="list-style-type: none"> Non-profit organisations 	<ul style="list-style-type: none"> Long-term cooperation and support Promotion Involvement in projects 	<ul style="list-style-type: none"> Volunteering days Meetings

We regularly identify our stakeholders and seek the best possible ways to communicate with them. Our aim is to understand their expectations and respond to them flexibly and promptly. Only in this way can we establish a partnership that leads to mutual, and above all long-term, satisfaction.

Reducing our environmental impact

Commitment to reducing our carbon footprint



At Forvis Mazars, we are committed to contributing to the goals set out in the 2015 UN Paris Agreement by transforming our business processes and operations to reduce our environmental impact and protect our planet for future generations.

We firmly believe that in a world where climate change threatens the very existence of life, every individual and every organisation has a duty to limit the rise in the average global temperature to 1.5 °C. Bold and decisive measures to decarbonise the global economy are essential to restore the ecological balance that is under threat and to ensure the climate stability and habitability of our planet in the future.

Mitigating climate change is therefore a global challenge in which we are actively engaged. We see it not only as a moral obligation, but also as the foundation of our work.

Our climate strategy fulfils our aim to build a just and prosperous world that is in line with our decarbonisation strategy. We know that a thorough analysis of data is essential for setting emission

reduction targets and adopting meaningful commitments as part of the carbon neutrality pledge. Building on our existing measures in this area, we have significantly improved our environmental data management and reporting processes, and Forvis Mazars uses the Ecometrica tool for the effective and regular monitoring of emissions.



Reducing our environmental impact

A commitment to reduce our carbon footprint



In August 2024, a commitment entitled ‘Net Zero’ was signed, committing Forvis Mazars in the Czech Republic to achieving net-zero carbon neutrality by 2042 with specific interim targets:

- Transition to low-carbon energy sources by 2025 at the latest – achieved.
- Gradual electrification of the company's vehicle fleet.
- Implementation of a group supplier engagement tool by 2025 at the latest.
- Introduction of a group policy on business trips by 2024 at the latest, followed by the implementation of a Group tool by 2025 at the latest – achieved.
- Adoption of a flexible working-from-home policy by 2025 at the latest – achieved.
- Waste disposal without the use of landfills by 2025 at the latest – achieved.
- Implementation of an incentive scheme for employee commuting by 2026 at the latest.
- Phasing out the use of natural gas by 2025 at the latest.



Reducing our environmental impact

A commitment to reduce our carbon footprint



Greenhouse gas emissions

For the third time, we are presenting our local carbon footprint data¹. The previous financial year was marked by office relocations and significant investments; the current reporting period shows significantly lower emissions. A more detailed tool has been developed to calculate emissions from employees' commutes to work, enabling a more accurate calculation. This affects the comparability of this year's and last year's results.

Energy consumption

	kWh
Electricity consumption in the grid	95 617
District heating	104 694
Cooling	66 599

¹ These figures cover the period 09/2024–08/2025.

² Scope 1 = direct emissions from the company's operations

Scope 2 = emissions associated with the consumption of purchased electricity

Scope 3 = emissions resulting from the company's activities (e.g. business travel, landfill disposal, transport of goods from third parties)

Scope	Category	tCO _{2e}
Scope 1	Vehicles owned/leased by the company	6,90
	Refrigerant gas losses and other fugitive emissions	0
Total Scope 1 greenhouse gas emissions		6,90
Scope 2	Office heating	38,00
	Electricity consumption	46,00
Total Scope 2 greenhouse gas emissions		84,00
Scope 3	Business travel	55,53
	Employees commuting from home	143,00
	Fuel and energy-related activities not included in Scope 1 and 2	22,70
	Purchased goods and services	158,87
	Transport and distribution (supply chain)	1,9
	Waste from business operations	0,02
	Total Scope 3 greenhouse gas emissions	
Total greenhouse gas emissions (market-based)		427,03
Total greenhouse gas emissions (location-based)		472,92

Reducing our environmental impact

A commitment to reduce our carbon footprint



Business travel

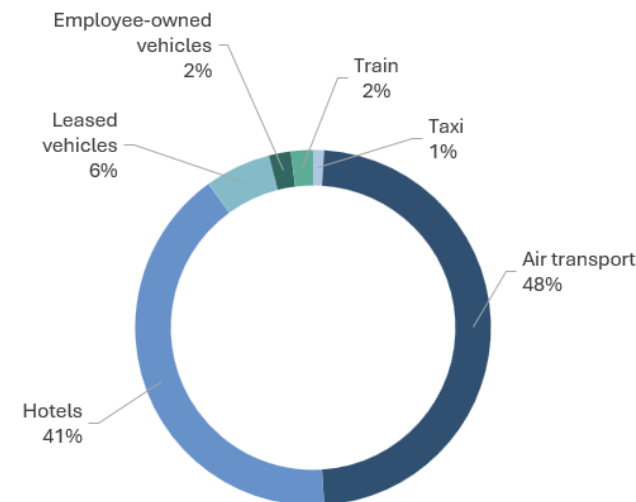
In the 2024/2025 financial year, Forvis Mazars in the Czech Republic prioritised reducing business travel to only those trips that were essential during that period. Our new mobility strategy is based on flexibility and our commitment to reducing our carbon footprint. As we are constantly adapting to our employees' preferences and to promote sustainable travel options, we adopted a new travel policy last year.

The travel policy sets out the rules for international journeys lasting up to 5 hours, for which train travel (or bus) connections are preferred if they are more

advantageous than air travel in terms of time, cost and safety. When travelling by air, economy class is mandatory, with the exception of journeys lasting longer than 5 hours, when business class may be used instead of economy class. However, we always consider whether the travel is necessary and whether a hybrid option, i.e. remote participation, might be an alternative.

The pandemic has shown us the power of adaptability and flexibility, and we are ready to continue in this direction to support our decarbonisation measures.

Business travel (Scope 3)



Staff business travel

Scope	Category	Mode of transport	tCO _{2e}
Scope 3	Business travel	Air travel	26,51
Scope 3	Business travel	Employee-owned cars	1,2
Scope 3	Business travel	Hired cars	3,4
Scope 3	Business travel	Hotels	23,0
Scope 3	Business travel	Rail travel	0,8
Scope 3	Business travel	Taxis	0,62

Employee commuting

When it comes to employee commuting, we encourage the use of public transport and, to reduce the number of journeys made by all our employees, we have flexible working-from-home policies that offer our employees the option of not travelling at all on a certain number of days each week. Forvis Mazars' overall ambition is to reduce its climate impact. In collaboration with the marketing department, a campaign, a presentation and demonstration bike rides were organised to promote cycling to work. Employees can also use the company's bike-sharing account in Prague.

Sustainable Office

In March 2024, we moved to new premises in the Port7 office complex. The building incorporates the latest environmentally-friendly technologies whilst offering the high level of comfort expected of modern office spaces. The building is currently one of the most sustainable office buildings in the Czech Republic.

The Port7 building boasts LEED certification. Its operations therefore conserve resources and help the environment by effectively reducing, for example, the consumption of energy and drinking water. It provides convenient facilities for cyclists and does not overlook electric car owners, for whom it offers the necessary charging infrastructure.

The building also meets the strict criteria of the WELL certification, which focuses on creating a healthy environment within the premises from the users' perspective. Factors assessed include, for example, air purity and quality, as well as the balance of natural light. During construction, attention is also paid to the quality and safety of the materials used, as well as ensuring sufficient space for employees to move around.



Waste reduction and circularity



Measures to reduce waste

One of our long-term goals was, among other things, to stop sending the waste we produce to landfills by the end of 2025 at the latest, a target we managed to meet ahead of schedule.

We have also incorporated this ambitious goal into our internal guidelines and procedures, which relate to the running of our offices and our work itself.



Waste reduction and circularity

Measures to reduce waste



Sustainable printing

By limiting printing, we reduce not only the amount of paper used, but also the chemicals in toners and electricity consumption. We prioritise electronic versions of documents whenever possible and where a paper version is not strictly necessary. The volume of printed documents is regularly monitored within the company.

Sustainable event planning

We also take sustainability into account when planning events, whether they are business trips or meetings with clients. We always consider whether a face-to-face meeting is necessary and whether the event could take place remotely.

When holding a physical meeting, we carefully select the venue to ensure it is as accessible as possible for all participants. At the same time, when organising an event, we minimise waste by using digital invitations. When it comes to catering, we give preference to companies offering local produce. We follow the same principle when selecting gifts or promotional materials.

Total waste production

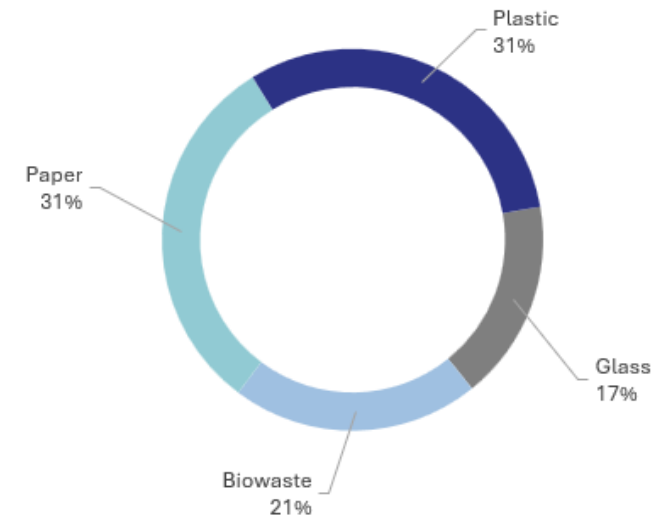
Waste sorting has been standard practice in our offices for many years. That is why there are several recycling bins available to the staff on every floor.

Mixed waste generated in the office (t) ⁴	3,80
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Recycled waste

Waste intended for recycling	t
Paper	0,28
Plastic	0,28
Glass	0,15
Biowaste	0,19

Recycled waste



⁴All mixed municipal waste is subsequently used for energy recovery.

Social information

Caring for employees



We firmly believe that a company's greatest asset is its people – the employees who are the key to its success. This is no different at Forvis Mazars. This commitment is reflected in our ESG initiatives, which aim to create a supportive, inclusive and thriving working environment. Our approach focuses on promoting diversity, supporting well-being, nurturing young talent and offering flexibility that adapts to the needs of our employees.



Social information

Caring for our employees



Equal opportunities for all

Age distribution of employees (as at 31 August 2025)

Women under 25	Men under 25	Total number of employees under 25
27	10	37

Women aged 25–30	Men aged 25–30	Total number of employees aged 25–30
62	22	84

Women aged 31–40	Men aged 41–50	Total number of employees 31–40
50	13	63

Women aged 41–50	Men aged 41–50	Total number of employees aged 41–50
32	11	43

Women 51 and over	Men 51 and over	Total number of employees aged 51 and over
12	5	17

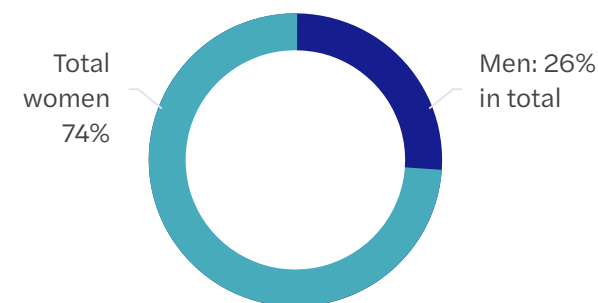
Breakdown of employees by job position (as at 31 August 2025)

	Woman	Men
Administrative and support staff	31	5
Assistants	61	24
Seniors	68	14
Managers	21	11
Senior managers	3	5
Partners	2	6

We strive to identify and develop talent across the entire organisation, regardless of age, gender or other personal characteristics, whilst providing targeted support to those who need it to fulfil their professional potential.

Total number of Forvis Mazars employees in the Czech Republic as at 31 August 2025

Total men	65
Total women	186



Social information

Employee care



Support for parents

Our HR Department strives to support parents on maternity and parental leave and remains in regular contact with them. Before taking leave, these employees can be sure that they can turn to us whenever they are ready to return. We offer them flexible working arrangements and give them the opportunity to manage their work schedule from home. This approach not only makes it easier for them to transition back to full-time work, but above all helps them balance family and work responsibilities.

Promoting a positive working environment and employee wellbeing

Employee well-being is a top priority at Forvis Mazars. We recognise that healthy and satisfied employees are more productive and committed. To support physical and mental health, we have introduced various programmes:

- **Health Weeks:** Regular Health Weeks offering mole checks, physiotherapy workshops, eye tests, free fruit for everyone, and specialist talks on topics such as nutritional advice and psychology.
- **REkola:** For the third season running, employees have had the opportunity to use REkola free of charge, and not just for commuting to and from work.
- **The Adidas Run and Birell Men's Run** are annual autumn runs in which representatives from our workforce take part, with the proceeds from the event donated to the Dobré vily dětem charity.

Similarly, Sustainability Report 2025 the Chambers Cup summer relay in Prague is also a popular sporting event.

- **Sport Challenge:** For several years now, we have been organising the Sport Challenge in the summer, through which we encourage employees to be active, whether on their way to or from work or at any time during their free time. The kilometres they walk, run or cycle are recorded, and at the end of the challenge we reward the most active participants. At the same time, we convert all the physical activity into a financial donation to a selected charity.

Thanks to our active support for our employees' health, and given the nature of our activities, we are proud to have a record of zero workplace accidents. Similarly, we have not recorded any occupational illnesses over the long term.

O workplace accidents

Supporting young talent

Investing in the next generation is key to the sustainable development of any company. That is why we have established partnerships with secondary schools and universities to identify and nurture young talent through internships and trainee programmes. This collaboration supports the influx of qualified professionals.

Internships for secondary school pupils

- We work with business colleges and offer short-term

internships in various departments.

- We provide training on workplace safety, data confidentiality and skills such as CV writing. A seminar focused on preparing for and succeeding in job interviews is particularly popular among students.
- We organise lectures for students.

Cooperation with universities

- We collaborate with several universities and take part in careers fairs, workshops and lectures with the aim of raising awareness of our brand and to showcase job opportunities suitable for graduates.
- We organise talks by senior managers aimed at students interested in further education in the fields of tax, audit, accounting or financial advisory services.

Flexible working hours

We understand the importance of flexibility in today's modern world. To meet the diverse needs of our employees, we offer flexible working hours. This policy enables employees to better balance their professional and personal lives, leading to greater job satisfaction and higher productivity. Our people have the option to set their own start and finish times, with the possibility of working from home twice a week.

Social information

Employee welfare



Employee training and development

At Forvis Mazars, we firmly believe that continuous learning is the foundation of professional expertise and personal growth. Our commitment to fostering a culture of learning and development is reflected in our comprehensive training programmes and the opportunities we provide our employees to enhance their skills and knowledge. We support professional development through recognised external training centres and our internal Forvis Mazars University, thereby ensuring that our team remains at the forefront of industry standards and best practices.

Forvis Mazars University

Forvis Mazars University is the hub of our internal training initiatives. This specialised platform offers a range of courses and programmes tailored to the specific needs of our employees. From technical skills to the development of managerial abilities, Forvis Mazars University provides a comprehensive environment where our employees can acquire new competencies and develop existing ones. The whole concept is based on the principle of senior colleagues sharing their expertise with junior colleagues, not only within individual departments but across the entire company.

Our training programme is designed to meet the evolving demands of the industry and ensure that our employees are well prepared to tackle the challenges of today and tomorrow. The University utilises a combination of online and in-person training sessions,

workshops and seminars, thanks to which training is accessible and flexible for all team members.

Collaboration with external training centres

In addition to our internal programmes, we collaborate with renowned external training centres which offer specialised technical training. These partnerships enable our employees to benefit from the expertise and resources of leading educational institutions. Through collaboration with external trainers and by attending courses at these centres, our employees gain the opportunity to learn about different perspectives and state-of-the-art practices, which enhance their professional skills.

In-house coaching

Our employees also have the opportunity to utilise the services of our in-house coach, who supports them in their professional growth through personalised guidance. During their work with the coach, employees set achievable goals and learn new strategies for overcoming challenges. This development resource is particularly invaluable for managers seeking to advance their careers within Forvis Mazars.

Fair and thorough performance reviews

Our annual performance review process is designed to be thorough, fair and transparent. It includes self-assessment, peer assessment and feedback from line managers, ensuring a comprehensive view of each employee's performance. This process helps identify areas for development and supports

career progression within the company. However, the appraisal also operates from the bottom up, allowing employees to provide feedback to their managers. This can also be provided anonymously should they wish to highlight an issue that should subsequently be addressed by their manager's manager.

Number of training hours

	Men	Women
Audit – Hours of technical training	3465	3301
Hours of technical training outside of the audit	3316	14786

	Men	Women
Hours of soft skills training	88	478

Social information

Supporting communities in need

At the heart of our mission lies a commitment to making a significant contribution to improving the lives of those around us. Every project or voluntary activity we undertake is chosen for its potential to rank among the long-term and regular activities of this kind. In addition to providing financial support to non-profit organisations, we also support our colleagues to get involved in community initiatives through various volunteering and pro bono opportunities.

Blood donation

In December 2024, we organised a blood donation drive at the Forvis Mazars offices, coordinated with a mobile blood transfusion unit that came directly to our premises. The aim of this initiative was to help the University Hospital in Prague with a critical blood shortage and to encourage first-time donors to contribute to this important cause and start donating regularly. Blood donation is a unique and powerful act that enables donors to play a vital role in treating patients and potentially save lives. Blood transfusions are crucial not only in the event of injuries and surgical procedures, but also in the treatment of serious conditions such as leukaemia, bleeding disorders, and liver and kidney diseases.

A total of 20 employees expressed an interest in the initiative. In addition, we successfully inspired many first-time donors who expressed their commitment to donate blood again. Given the positive response, we have committed to making this blood donation event an annual tradition at Forvis Mazars. The event was repeated in June 2025, with a total of 14 employees taking part.



Social Information

Helping communities in need

Christmas bake sale

In the run-up to Christmas 2024, we continued our long-standing tradition by organising a charity sale of Christmas biscuits and sweet treats. The event is always very popular, and this time a large number of staff volunteers also took part, either by baking something themselves or by making a donation of their choice. The donations collected from staff were matched by the company, and the resulting donation of 16,000 CZK went to the Dům for Julia, a non-profit organisation helping families with terminally ill children.

Tree planting

A group of 28 volunteers took part in a joint team tree-planting initiative in the Brdy military area in the autumn of 2024. The group of volunteers managed to plant 1,800 oak trees in a single day. Moreover, it was an enjoyable physical team-building activity with a meaningful goal and outcome.

Ledce Children's Home

In collaboration with the organisation Dobré víly dětem, z.s., we organise a visit to the Ledce Children's Home twice a year, during which we spend a pleasant afternoon with the children playing games and doing sports. This event has long been one of the most popular among our staff.

Pro bono services

During the 2024/2025 financial year, we provided pro bono services to seven organisations, totalling 213 hours. The selected organisations focus on child safety and care, the education of children and young people, and the transition of young people from children's homes towards a path of responsibility and independence. Specifically, these were Linka bezpečí, League5, Buday z.s., Dobré víly dětem, z.s. and the Izabelka Endowment Fund. We also supported the activities of Opatství Nový Dvůr and Nadační fond Znovuzrození with pro bono tax consulting.



Governance information

Our Values



The Forvis Mazars Group remains true to the values of our founder, which are a deep ethical commitment and responsibility, and the conviction that technical excellence is the key to success. We approach every project with integrity, independence, responsibility and a sense of social responsibility.

Our values guide us in everything we do – how we meet our clients' needs, how we develop our people, and the role we play in our communities. Thanks our values, we have successfully expanded across the globe and are recruiting candidates who share the same values, vision and goals.

These values not only underpin our long-standing history in the market, but also demonstrate our commitment to going above and beyond what is expected of us – always, today and in the future

Integrity



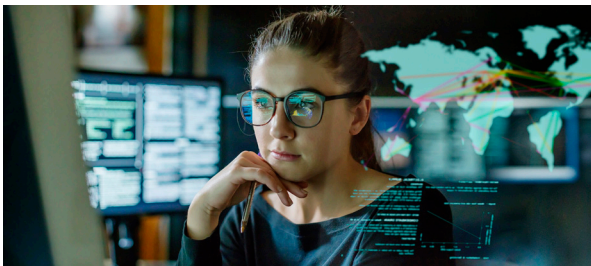
Responsibility



Diversity and respect



Technical Excellence



Independence



Governance



Governance information

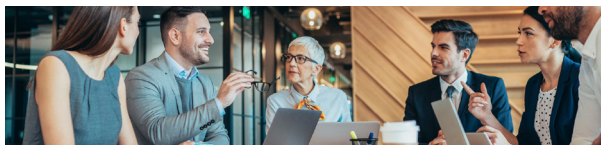
Our Code of Ethics



Our global Code of Ethics serves as a moral compass for our day-to-day activities. It clearly sets out who we are, what we expect from our people, and how everyone within the Forvis Mazars group should treat our clients, stakeholders and community representatives.

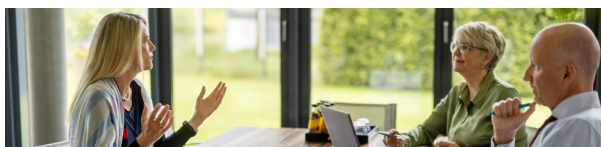
The Code serves as a practical guide to help resolve dilemmas our professionals may encounter in their day-to-day working environment, and draws a line between what is recommended or acceptable and what would jeopardise our reputation and the trust of others.

Our employees must complete e-learning courses, which include a quiz after each chapter and a final test at the end of the course with a specified pass mark. The employees are reminded of the requirements of the Code annually and at company-wide team-building events.



Honest conduct

The success of the Forvis Mazars Group is built on the trust of our clients and stakeholders. To maintain this trust, we must always be honest and straightforward.



Responsibility

We take responsibility for our personal and professional conduct. We care about the impact we have on communities and strive to contribute to positive change.



Respect for people

Our strength lies in the people we work with. We treat everyone with respect, so that they feel valued for their diversity, unique perspective and contribution.



Delivering excellence

Our aim is to always deliver outstanding work. We develop our people and innovate to meet the changing needs of our clients and stakeholders.



Independent thinking

We are trusted advisers. Our advice is objective and impartial. We value our independence and always act in accordance with the highest professional standards.



Shaping the future

The Forvis Mazars Group is a sustainable company. We build long-term relationships, support business and plan for the future.

Governance information

Ethics training

Since 2018, when our company adopted the group Code of Ethics, the staff have been regularly trained on its content. The aim of this training is to ensure our staff fully understand the Code and know how to handle critical situations to which the training refers. The company has a strong stance against corruption. Training on anti-corruption policy and the recognition of corruption is also an important part of our Code of Ethics training, which is mandatory for all our employees.

100%

of employees trained



Governance information

Whistleblowing

The company has an internal whistleblowing system in place, i.e. a process through which selected individuals (employees) report misconduct without risk of subsequent prosecution or retaliation. Once such a complaint is lodged, the so-called Risk Partner is immediately informed and conducts a subsequent investigation into the matter. Reports received are presented by the partner at a management meeting, where the complaint is discussed further. If necessary, new measures are adopted in response to the incident in question to prevent similar situations in the future.

The reporting process covers criminal offences and misconduct in the following areas:

- bribery and corruption,
- health and safety risks,
- environmental hazards,
- discrimination and harassment,
- unfair competition practices.

The reporting process is fully subject to local legislation, specifically the Whistleblower Protection Act No. 171/2023, under which whistleblowers are protected from any potential consequences of making a report. At the same time, the entire Forvis Mazars

group monitors the tracking and resolution of reported incidents and actively participates in resolving any incidents that exceed the scope of local regulations. If necessary, the entire group responds by amending the group's rules to ensure that everything operates in accordance with the parameters set out in our code of ethics.





Governance information Cybersecurity

In today's world, where all forms of technology are evolving rapidly, we place great emphasis on ensuring the security of the client data we manage and for which we are responsible. In 2020, we obtained ISO 27001 certification, the requirements of which we continue to meet.

Our employees receive regular monthly training on all potential data breach risks. The training focuses on recognising phishing and on security data in the workplace and other topics based on current threats and needs.

We have established an in-house Technology & Innovation Department, which develops tools for us to ensure secure data sharing between us and our clients.

We have also recently launched the Madison app, which serves as a secure repository for employees' payroll documentation. It also automates and streamlines processes that were previously administrative burdens, such as completing taxpayer declarations and personal income tax returns.

Specifics of Forvis Mazars' procedures

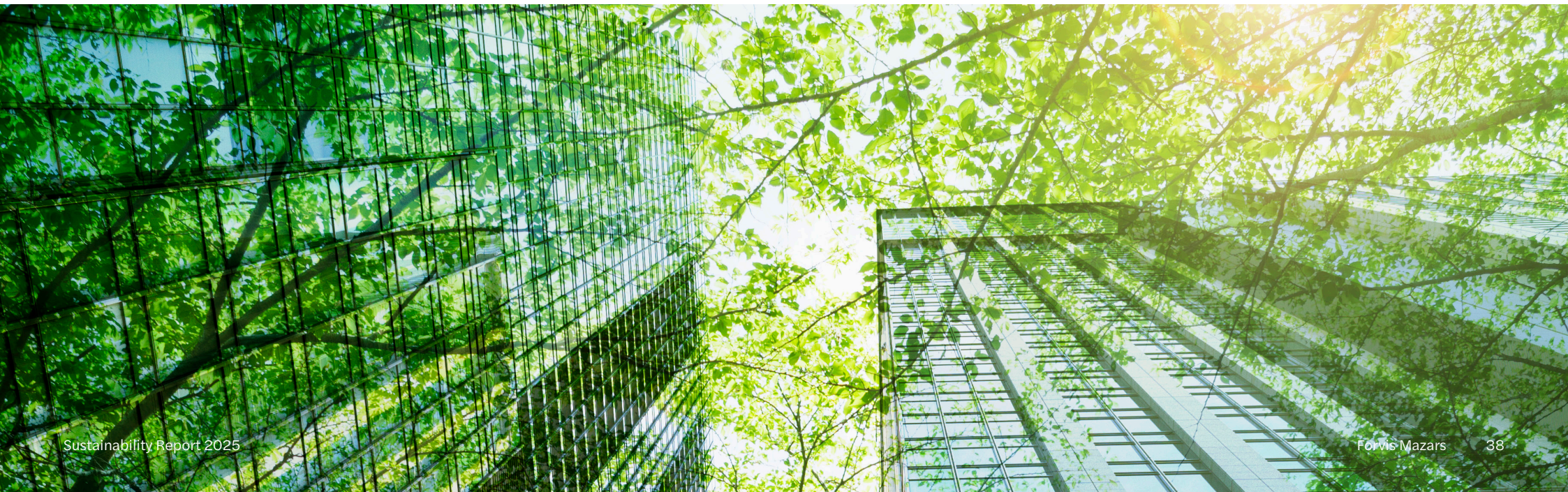
Client due diligence process



Independence and trustworthiness are among the core values that guide our firm, and as such, they are given due attention within our internal procedures. The Acceptance Process primarily involves vetting both potential and existing clients. This is a formal procedure applicable to all companies within the Forvis Mazars network. The primary purpose of the process is to assess the client's risk profile, the ability of our firm

to carry out the engagement given its complexity, and to assess ethical risks in relation to the independence and maintenance of our firm's credibility. Based on the Acceptance process, a decision is made as to whether or not to accept a potential client, with responsibility for the proper functioning of the process resting with a designated partner of the firm (the so-called Risk Partner).

The entire process is centrally monitored by the Forvis Mazars Group, which sets group-wide rules, including the provision of a global platform for independence checks within the Forvis Mazars global network. During the Acceptance process, checks must therefore always be carried out across all countries in which the Forvis Mazars network operates.



Contact



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Forvis Mazars Group SC is an independent member of Forvis Mazars Global, a leading professional services network. Operating as an internationally integrated partnership in over 100 countries and territories, Forvis Mazars Group specialises in audit, tax and advisory services. The partnership draws on the expertise and cultural understanding of over 40,000 professionals across the globe to assist clients of all sizes at every stage in their development.

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