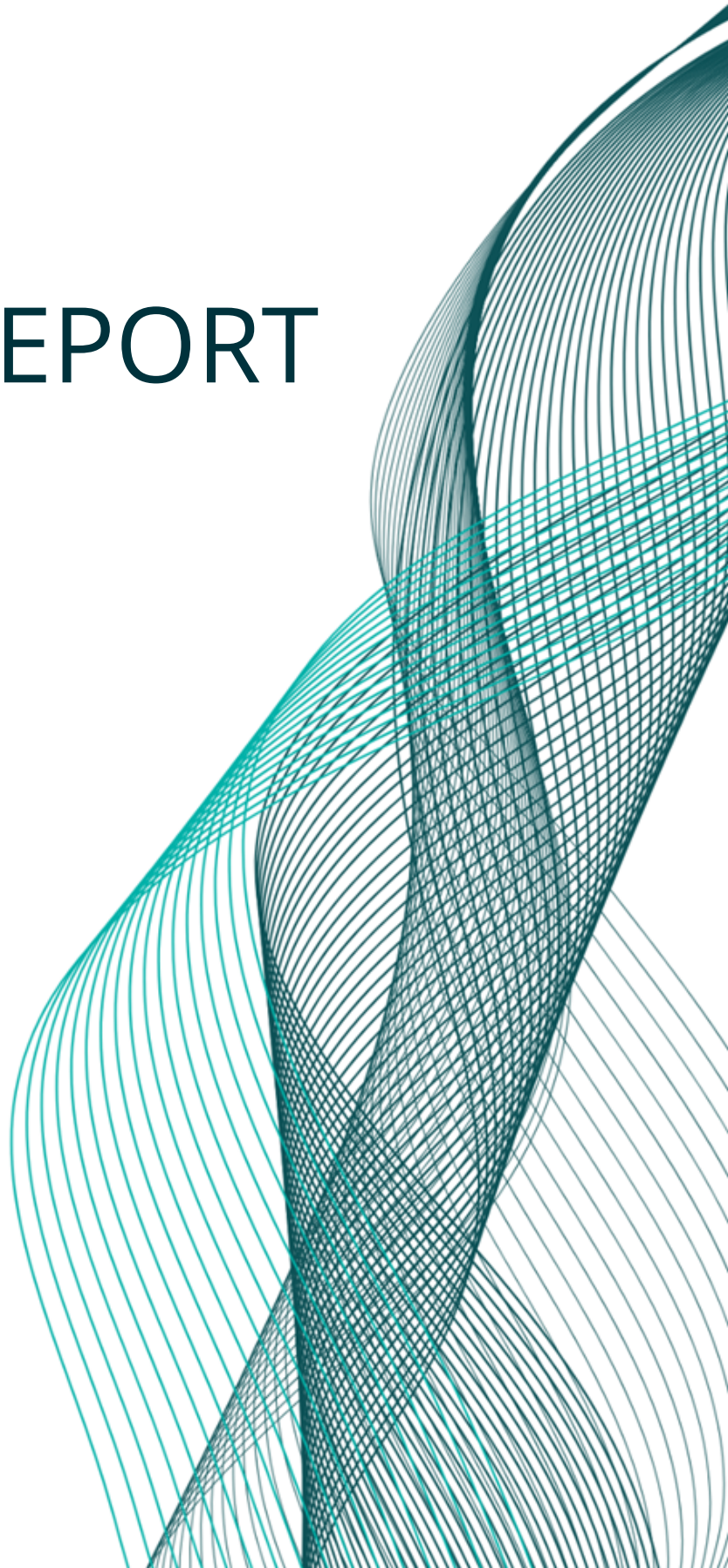




# ANNUAL REPORT 2023



# ADDRESS BY MANAGING PARTNER



Dear partners, colleagues and friends!

Another year of trials and challenges is behind us. It has emphasized the importance of our unity and hope for the future. Even in the most difficult of times, in circumstances of the military conflict, we continue to progress confidently to ensure the safety of our team, high standards of our services to our customers and to build a strong rear for our military.

I am particularly proud of our colleagues who are currently in the ranks of the Armed Forces of Ukraine and volunteer organizations, risking their lives in the fight for our independence.

My deepest gratitude goes to everyone who defends Ukraine with courage, and eternal memory to all the Heroes who gave their lives for our freedom.

With faith in the Victory and peaceful future,

**ROMAN BILYK**

NEXIA DK MANAGING PARTNER



ПЕРЕМОЖЕЦЬ

РЕКРУТИНГ  
СЕРЕДНІЙ БІЗНЕС



## OUR ACHIEVEMENTS

### 20-TH ANNIVERSARY

Nexia DK has reached a landmark in its 20-year-long history of cooperation based on trust, responsibility and professionalism.

### HR PRO AWARDS

Nexia DK has won in the Recruitment category with its project "Study-Work-Study".

### ACCA

Nexia DK has confirmed its ACCA accredited employer status in the following:

Trainee Development Platinum,  
Professional Development

### INTERNATIONAL ACCOUNTING FORUM & AWARDS

Nexia has received a prestigious award "Diversity, Equity and Inclusion Award" at 2023 International Accounting Forum & Awards

# THE TEAM

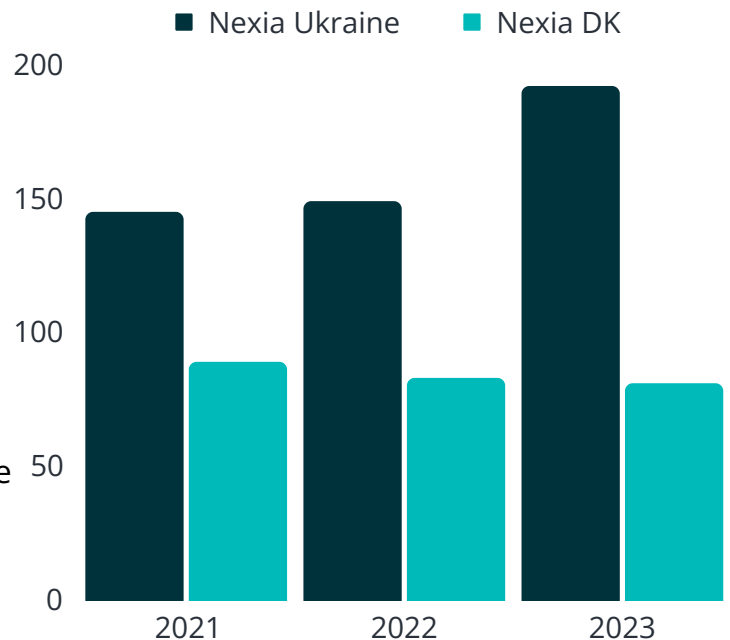
Nexia Ukraine continues to demonstrate stable growth and expansion of its market presence. By the end of 2023 **Nexia Ukraine** has employed **192 specialists** working in four different offices.

**Nexia DK** as of end of year had **81 specialists**.

The distribution of employees across the offices:

- Kyiv office - 33 employees;
- Lviv office - 48 employees.

Most recent data show that by the end of 2023, 69 per cent of Nexia Ukraine employees are women, and 31 per cent are men.



Dynamics of Nexia Ukraine and Nexia DK employees between 2021 and 2023.

## GENDER COMPOSITION

69%



31%



# EMPLOYEE TRAINING AND DEVELOPMENT AT NEXIA DK

Nexia DK implements a systemic approach to the support and assessment of the employees' professional growth. An individual development plan is created for each team member, there are various training options - from mandatory programs to soft skills trainings. This process makes it possible to evaluate the achievements of employees for the previous year and determine the direction of their further development.

In the reporting period, 23 per cent of employees were promoted:

- Assistant → Junior: 8 persons
- Junior → Middle: 6 persons
- Middle → Senior: 3 persons
- Senior → Manager: 2 persons.

## IMPACT ON BUSINESS ENVIRONMENT

Nexia DK is a regular participant in events organized in cooperation with partners. The participation is aimed at understanding the present contexts caused by the challenges of the war, business development in Ukraine, solving legislative issues related to entrepreneurial activity, establishing international cooperation, as well as improving the investment climate in Ukraine, etc.



Mandatory upskilling trainings



Spring Business Forum



Seminar "A year with Diia. City: How the regime works in practice"

# CORPORATE VOLUNTEERING

Nexia DK is actively engaged in various charity events and projects benefiting various social groups, including orphanages, charitable foundations and socially vulnerable citizens.

For quite a long period now, we have successfully cooperated and donated financial resources to support youth organizations (Plast, AIESEC, Maltese Aid Service and other volunteer organizations).



Nexia together with Stand with Ukraine foundation purchased eight power generators for medical clinics for the total cost of PLN 89,856.06 and EUR 21,500.00.

Throughout 2023, our team continued to support the Armed Forces of Ukraine and those affected by the war. Our employees were actively involved in fundraising activities to meet the needs of our military. Volunteering has become an integral part of our lives and a key component of our fight for Ukraine's independence.

Lviv and Kyiv offices organized three charitable lotteries, and all the proceeds were donated to the volunteer initiative Lvivskyi Lytsar.



Presents from St. Nickolas to children whose parents died in the war



Visit to the animal shelter "Home of saved animals"

# EDUCATIONAL PROJECTS

Nexia DK continues to actively support young people, expanding learning opportunities through educational initiatives. One of our key projects is the free online course “Auditor and Professional Accountant” that provides students and young professionals with the opportunity to improve their skills in the field of accounting and auditing.

As a way to expand cooperation with universities, Nexia DK signed a memorandum of cooperation with Taras Shevchenko National University in Kyiv, as well as participated in various educational events during the year, including:

- online festival JOB EXPO by Taras Shevchenko National University in Kyiv
- Career Forum and coffee with students of the National University of Lviv
- Spring Career Intensive by the Department of Employment and Industrial Training at Lviv Polytechnic University



# OUR ACTIVITIES

In 2023, the Company continued to create a favorable environment for the team and to care for the mental health of its employees.

Among the initiatives, there were various trainings, master classes, tours and lectures aimed at improving the working conditions and team performance.



Sports and learning are the best way to strengthen the team morale and to develop new skills.

The Easter master class in egg painting was good for the soul and the festive mood.



Trip to a waste separation station, lecture on minimizing waste in the office - part of the Nexia Week



# ABOUT US

Nexia DK. Auditors & Consultants is a Group of companies, a member of Nexia - a leading global network of independent accounting and consulting firms.

The Group of Companies Nexia DK was established in Ukraine in 2003 and today, we occupy a leading position on the Ukrainian market of auditing, law, valuation, tax and management consulting. The Company has its offices in Lviv and Kyiv. By bringing together 81 professionals in different business activities, Nexia DK is capable of solving the most complicated tasks and assists its clients in confidently penetrating new markets.

# FINANCIAL PERFORMANCE

# 110

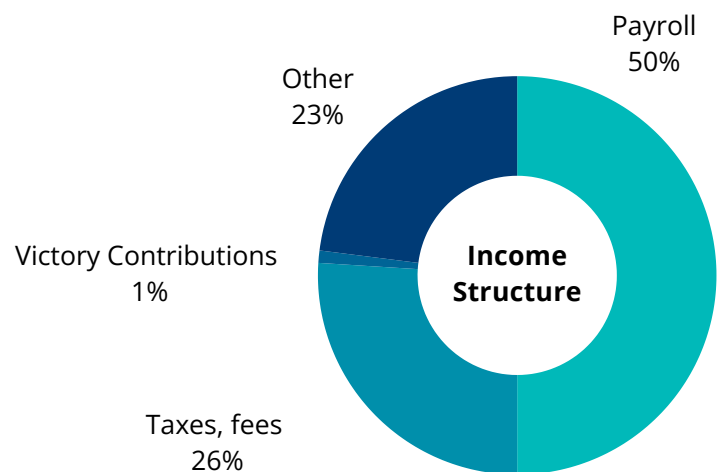
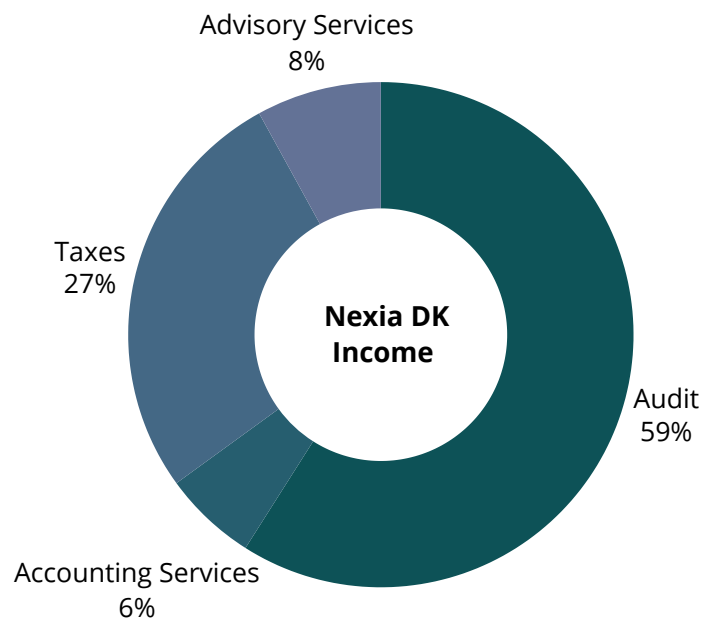
**MLN UAH**

Nexia Ukraine Income

# 54

**MLN UAH**

Nexia DK Income



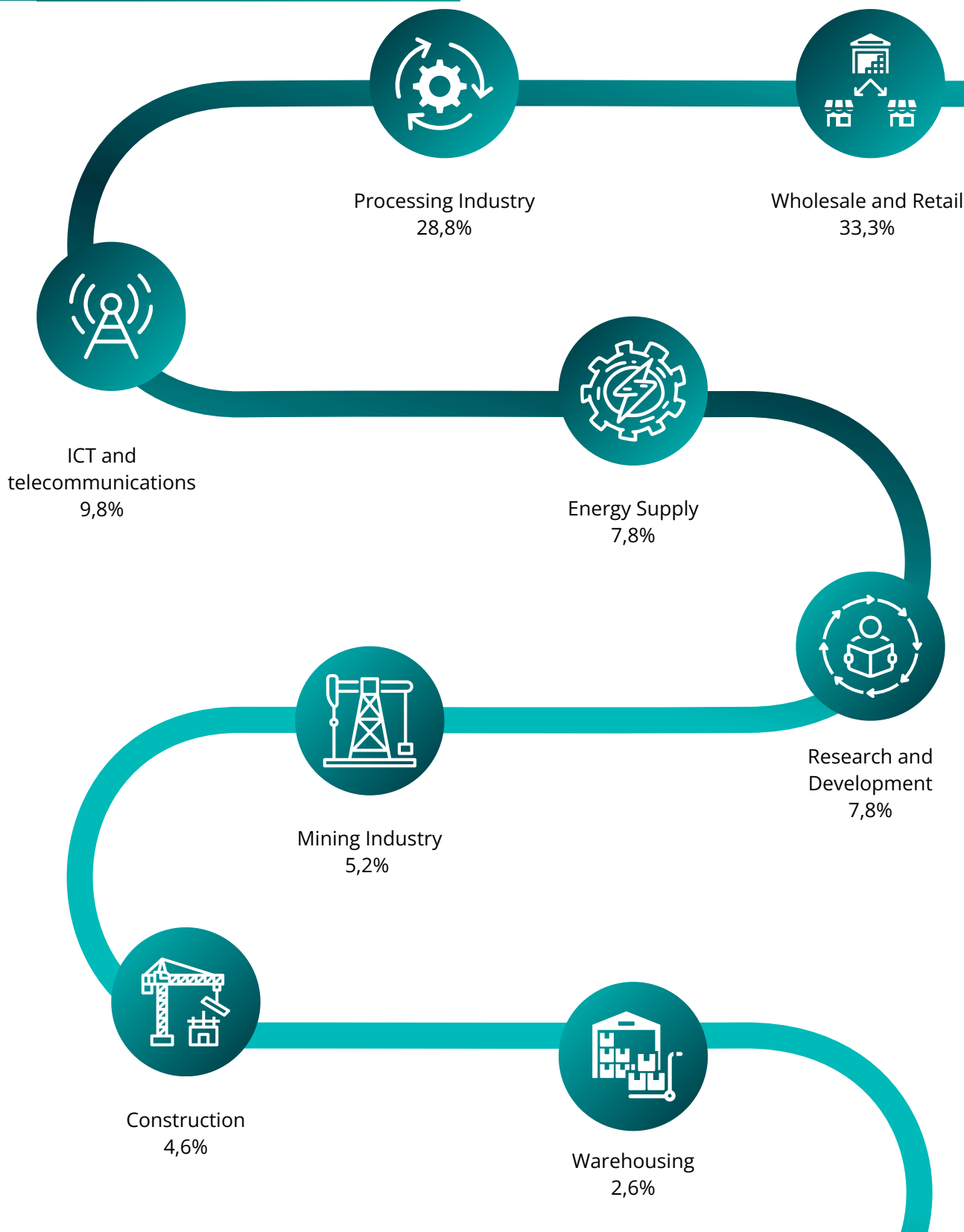


# 200+

## COMPANIES

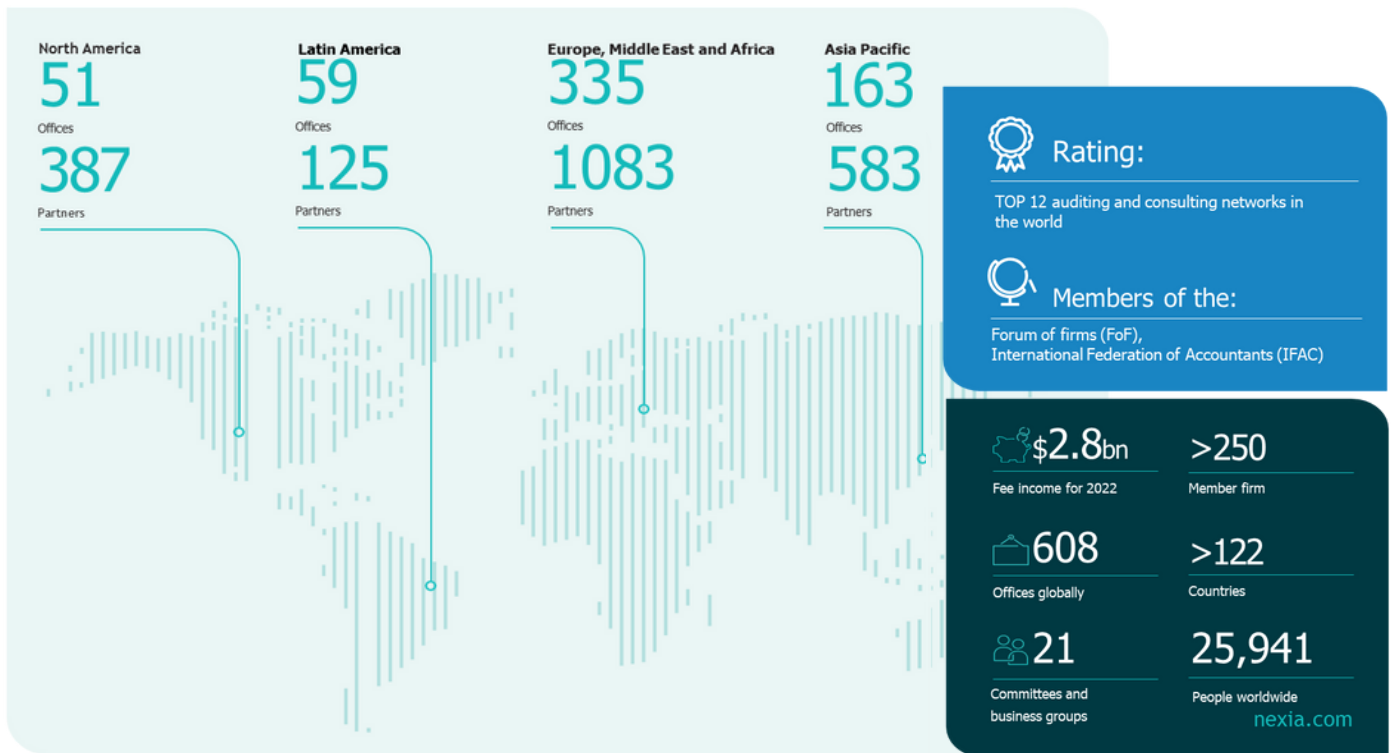
## CLIENTS

We are proud to have among our clients the top companies with both Ukrainian and foreign capital. We are proud to cooperate with highly professional and innovative organizations that occupy leading positions in their fields.



# NEXIA GLOBALLY

Nexia is a worldwide network of independent accounting and consulting firms offering a full portfolio of auditing, accounting, tax and consulting services. The Nexia network consists of 608 offices in over 122 countries globally.



## CONTACT US

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