



## Obligations as a Signatory to the UN Global Compact and Practices

### RESPONSIBILITY TO SOCIETY:

- We successfully developed business even in wartime, keeping jobs and paying taxes to budgets of all levels.
- We participate in solving acute social problems in the Ukraine and promoted the development of civil society.

01

#### Protection of human rights:

The Foxtrot brand pays special attention to the inclusiveness of its services and stores. To this end, the retailer, as a member of the "Business Without Barriers" community, implements a number of projects with the aim of improving the customer experience, including customers from the population groups with limited mobility.

Attention is paid to the comfortable stay of visitors with children - the stores have a designated area for children, where they can play and relax.

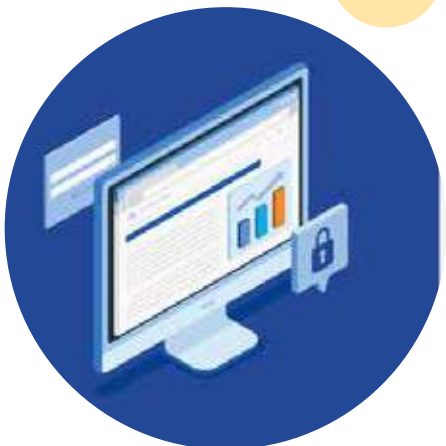
More than 80% of stores partially or fully met the criteria of inclusivity, which were determined during the formation of the "Map of Inclusivity from LUN" last fall.

In addition, as a part of the social project "Bezbarierniy Foxtrot" in 10 stores in Kyiv, Lviv, Kharkiv, Vinnytsia, Dnipro and Odesa, an innovative service for serving deaf customers through an online sign language interpreter has been introduced. The Foxtrot.ua website has a special "Wushko" web widget for simultaneous online communication between the client, the sign language operator and the employee of the Foxtrot Contact Center. More than 100 customers with hearing impairment used the service every month.

02

#### Personal data privacy policy:

In 2023, the Foxtrot brand was included in the evaluation rating of private technology companies in the study "Does business care about users" from the NGO Internews-Ukraine. The business website was among the 10 successful in the following categories: compliance with the requirements of national legislation; compliance with European standards; technological aspects of website operation; convenient use of the resource and inclusiveness.





## RESPONSIBILITY TO EMPLOYEES AND THEIR FAMILIES:

- In 2023 employees has modernized working conditions, provided with a decent level of social guarantees.
- Improved their own qualifications through corporate training programs; are encouraged by programs to motivate and retained talented managers.

01

### Preparation for the returning veterans to the company

On 2023, the Foxtrot brand started to reintegrate fellow defenders and war veterans upon returning to the company and interacting with the brand.

#### Preparation for the returning veterans was carried out in the company taking into account two principles:

- barrier-free and non-discrimination in the employment or return defenders to work;
- barrier-free provision of services for clients.

### What was done in the direction of reintegration of veterans in 2023:

- 1 We enlisted the support of reputable partners. In particular, we started cooperation with Veteran Hub, conducted webinars by Anton Semenov (the founder of the volunteer project "How are you, brother?", which teaches how to provide psychological help during wartime).
- 2 The team was strengthened, which was joined by a leading specialist in vendor training and psychotherapist Anna Schedinina.
- 3 Developed an informational course on the internal training portal (SmartNet) "The Path of Ukrainian Veterans" so that employees better understand how to create a friendly and comfortable environment for soldiers returning to civilian work.
- 4 We introduced the principles of correct communication, including the "Handbook of barrier-freeness" in the adaptation of each new team member. And to keep the emotional state of employees normal, Foxtrot has integrated a program on mental health, which also includes advice on communicating with the military and correct methods of supporting them.





## RESPONSIBILITY TO EMPLOYEES AND THEIR FAMILIES:

02

### Personnel training

In 2023, 93 training programs were held for 1,700 employees. A mental health support project was implemented (from self-help and a barrier-free dictionary to special training for managers) for more than 2,700 office and retail employees. 2,170 sellers completed 180 courses of weekly mandatory product knowledge training.

03

### Support of corporate volunteers

During 2023, the business supported corporate volunteers, who organized 11 different actions; photo flash mob "My blue and yellow charm at the workplace", collection for hospitals "Things for recovery are appropriate", transfer of books to military hospitals.

At the end of 2023, corporate volunteers held the "I want to help" auction to raise funds to help fellow soldiers.

During the drawing of 6 lots, it was possible to attract 228,664 thousand hryvnias to help the Defense Forces. After doubling the amount by the co-founders of the brand, the proceeds from the auction, in which 300 employees were trained, amounted to UAH 457,328.

In 2023, the active work of the "The help our's" corporate headquarters in supporting of the Armed Forces continued. In 2023, 50 business employees - members of the corporate headquarters "The help our's" processed and delivered equipment to defenders of Ukraine according to 220 requests.

Foxtrot handed over equipment worth UAH 11,151,320 to the Defense Forces of Ukraine.

During 2023, 18 activists of the Foxtrot headquarters "The help our's" were awarded high honors of the top military leadership - General Valery Zaluzhny, Lieutenant General Mykola Oleschuk, etc.

The company on the initiative of corporate volunteers and together with Charitable Foundation Kozak Drive, organized the action "Birds of Retribution" and provided the transfer of 60 kamikaze drones and 15 DJI Mavik 3T for 80 ODSHB for the FOXTROT aerial reconnaissance unit for 3 subordinate units.





## RESPONSIBILITY IN THE FIELD OF ENVIRONMENT AND ECOLOGY:

- Active participation in solving modern environmental problems by corporate volunteers.
- Minimization of the negative impact on the environment and economical use of natural resources in the process of own activity.



environmental measures were carried out and the "Green Office" project was preserved, in 2023.



1 Collected 1,990 kg of waste paper and converted it to the amount of UAH 5,970, which was handed over to a colleague, the defender of Ukraine.

2 30 kg of used medical masks were disposed of.

3 Volunteers handed over 90 kg of lids for recycling from the activists of the "Green Office" in GKF.

4 Disposed of 251 units of non-working equipment in the central office of GKF in the action "Technicians, surrender!".

5 In 2023, Foxtrot and the Happy Paw Foundation collected more than UAH 1.1 million for the needs of homeless animals as part of the "F-Support" charity event from December 2022 to March 2024. During the program to support the forcibly displaced four-legged animals, 9,973 animals which are under the care of 48 shelters, received assistance, which is almost 20 tons of food and 5,860 medical supplies.







## ANTI-CORRUPTION POLICY

In 2023, the business continued to participate in industry business associations with the aim of detinization of the electronics market - the Ukrainian Business Council, the European Business Association.



**Popularization of the electronic fiscal check should prevent the reduction of corruption risks and the growth of shadow trade.**

In July 2023, business representatives took part in the forum "Transformation of the Trade Sphere: Overcoming Challenges and Development" at the Kyiv University of Trade and Economics. Vasyl Hryb, head of the Foxtrot brand's technical sales support department, took part in the panel "Trade - a driver of the country's economy" with the case "Retail in wartime: a course for digitalization as a course for survival." Vasyl spoke about the results of the project on the introduction of electronic checks and the role of the software PRO during the war.

In September 2023, Vasyl Hryb spoke at the RAU Expo 2023 forum in Kyiv with the topic "Integration of contactless payment tools in PTiE retail: the experience of the Foxtrot network in wartime" with the aim of popularizing electronic fiscal checks as a tool for the detinization of trade and anti-corruption.





### SYSTEMATIC SPONSORSHIP AND CHARITY:

- Promotion of education development.
- Support and development of Ukrainian culture; popularization of sports as the basis of a healthy lifestyle.
- Assistance to socially vulnerable sections of the population.

01

#### The business took 1st place in the National competition "Charity Ukraine-2023"

"Charity in defense of Ukraine" in one of the nominations. Foxtrot's case "Helping - winning: how Foxtrot's corporate headquarters "The help our's" works to strengthen the defenders of Ukraine was recognized as the winner". Organizers of the competition - Associations of philanthropists of Ukraine and International Charitable Fund "Ukraine 3000".



02

#### In 2023, the business became a partner of the 34th Parade Nadij and the 21st Foxtrot Cup

In 2023, the business became a partner of the 34th Parade Nadij and the 21st Foxtrot Cup, where thousands of athletes from 102 clubs from all over Ukraine competed. The competition was judged by 61 referees from the USA, Germany, Poland, Moldova, as well as the best coaches of Ukraine.

Part of the funds collected during the Parade were transferred by the organizers to strengthen the material support of the military unit of the Air Force of Ukraine (PSU) - defenders of the sky above Kyiv.

Foxtrot, as a partner of the tournament, doubled the amount of the contribution, because since the beginning of the war, it has been helping almost 20 military units of the PSU with equipment.



03

#### "Give a piece of good"

Foxtrot in cooperation with BF "SOS Children's Villages" launched a charitable campaign aimed at providing psychological support to children affected by Russia's aggression against Ukraine. Every UAH 30 from the sale of branded merchandise goes to art therapy for children.

