



**Welcome to Taxand Global's
24 to 24 Hub Challenge!**



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Welcome to Taxand Global's 24 to 24 Hub Challenge!

If you are reading this, then congratulations you've landed on our **brand new Hub!**

Throughout December, we will be sharing a series of 2023 Taxand Highlights as well as fun interactive challenges with a chance to **WIN 2 PLANE TICKETS TO A SURPRISE DESTINATION!**

This is your opportunity to find out more about Taxand, get to know The Hub, and have some fun along the way!

Are you ready for the challenge? Be in it to **WIN** it!





Rules of the 24 to 24 Hub Challenge!

For 24 days, we will be featuring a series of interactive challenges and actions.

When you have a chance to win points, you will see this logo.



The Taxander with the most points AND with our favourite answers will WIN our incredible prize!* We hope you will get involved throughout December and have some fun!



**Win 2 tickets
to a surprise
destination!**



*please note The Hub team's decision is final

QUIZ 1



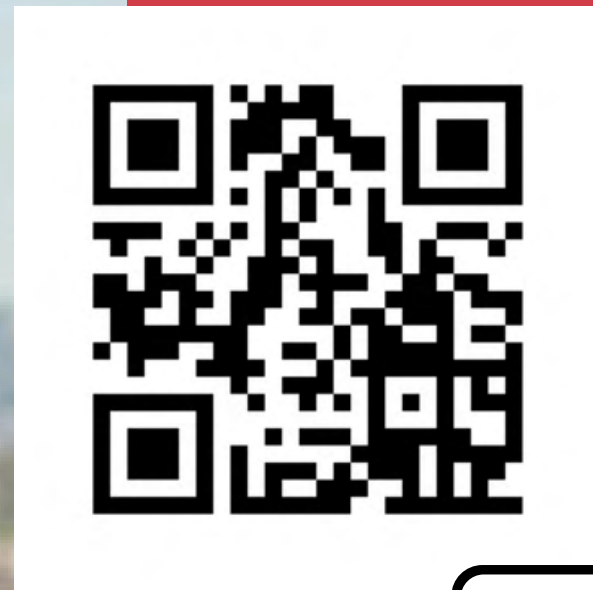
Take the [quiz now!](#) The more correct answers, the more points you win!

Are you good at geography?
Let's test your orientation skills!

Taxand is represented in 48 countries today and we are always looking to add more strategic markets to grow!

Can you get all these questions right?

Click [here](#) to take the quiz! You can change the language settings on the upper right corner!



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Meet the Taxand Global Team!

Discover the faces of your Global Team led by Caroline Conder, Chief Managing Officer! Together, we cover Marketing, Communications, Business Development, Events, Learning, Knowledge Sharing and so much more!



Send us a message to tell us what you think of the Hub at Taxand@taxand.com!



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Cathy Yeoman
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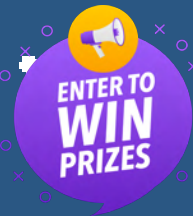
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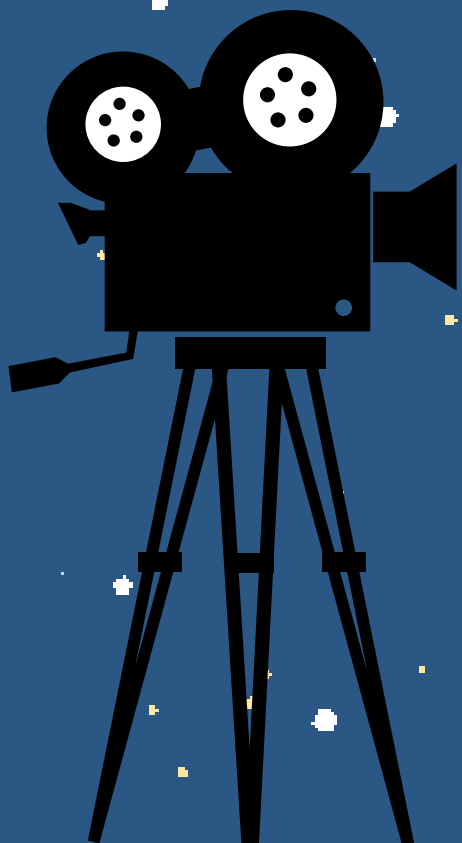
Julia Nazzareno
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Give us a like and leave the comment #HubChallenge
Share a screenshot of your comment with us at taxand@taxand.com



Scan me!



Curious for more?

You can watch our short introduction video on Instagram where we introduce ourselves and talk about our roles.

Go and give it a like, let's go viral!



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A LOVE OF ART

Atoz Tax Advisers, our firm in **Luxembourg** is **the Founding Partner and sponsor of Art Week**, an international contemporary and modern art fair, with more than 80 galleries, rich in cultural diversity and innovations!

The 9th edition of Art Week took place in November with our colleagues at Atoz hosting clients throughout the weekend and sharing their love of the arts with the wider community.



Do you have similar initiatives at your firm?
Share them with us at taxand@taxand.com





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QUIZ²



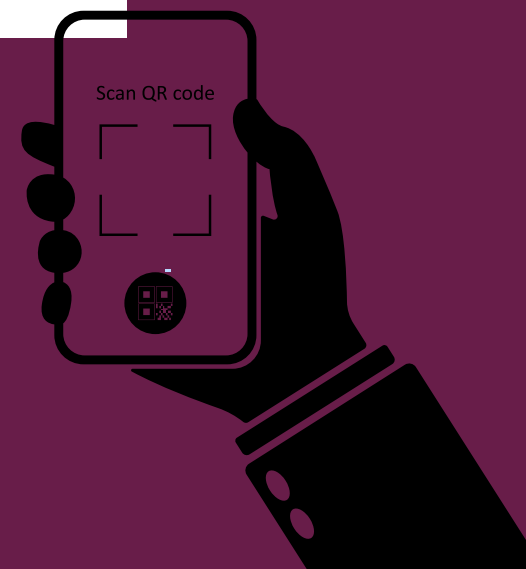
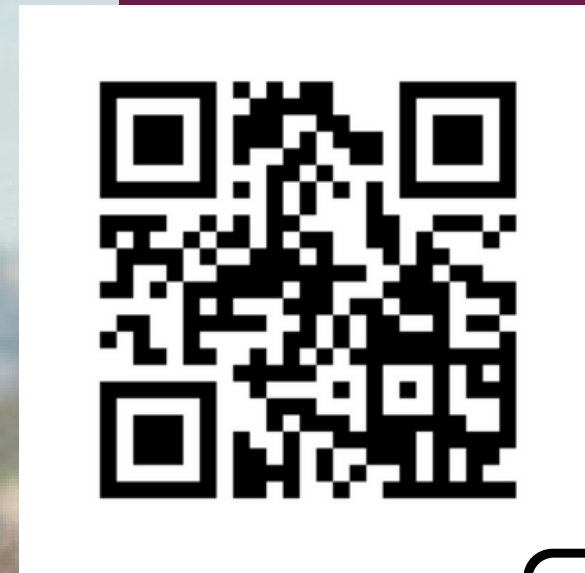
Take the quiz now! The more correct answers, the more points you win!

Now let's explore our network further!

You had round 1, now let's travel more around our network!

Can you get all these questions right?

Click [here](#) to take the quiz!



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Taxand's Got Talent!

Rock and Law are the perfect combination for Tax lawyer José Carlos Ruiz Cabanes and his colleagues at our Spanish firm Garrigues. Being part of the band '**Punto G**' helps José and his colleagues unwind from daily legal life.

Punto G was founded in 2010 and has a varied repertoire including covers from Oasis, Lenny Kravitz, The Black Keys, The Hives, Kings of Leon, The Killers, as well as many other Spanish bands.





Send us your hidden talent at taxand@taxand.com



Meet the Garrigues Band: José Luis Palao (corporate Law), Gregorio Nevado (Labor Law), Jesús Merino (Labor Law) and myself José Carlos Ruiz Cabanes (Tax Law).

Have you got a hidden talent?

We'd love to feature your story on **The Hub** or on our Taxand Global **Instagram** page!

Show your Talent

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Celebrating success at the ITR AWARDS

Taxand firms together received over **80 nominations** and won **19 awards** at this year's ITR awards which recognise the **best firms** and practitioners across tax and transfer pricing globally.

Taxanders from across Europe celebrated at a prestigious ceremony in London in September.



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Top tier in Tax!

Did you know that Taxand member firms from 26 countries across our global network have been ranked in Chambers' Guides in 2023?

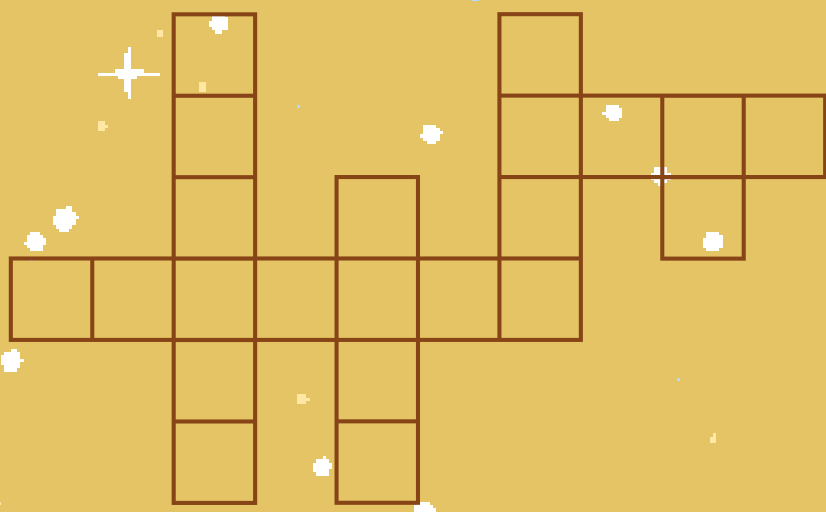
Many of our firms are ranked as **top-tier in tax and recognised as leaders in their jurisdictions.**

Our Taxand teams are amazing!





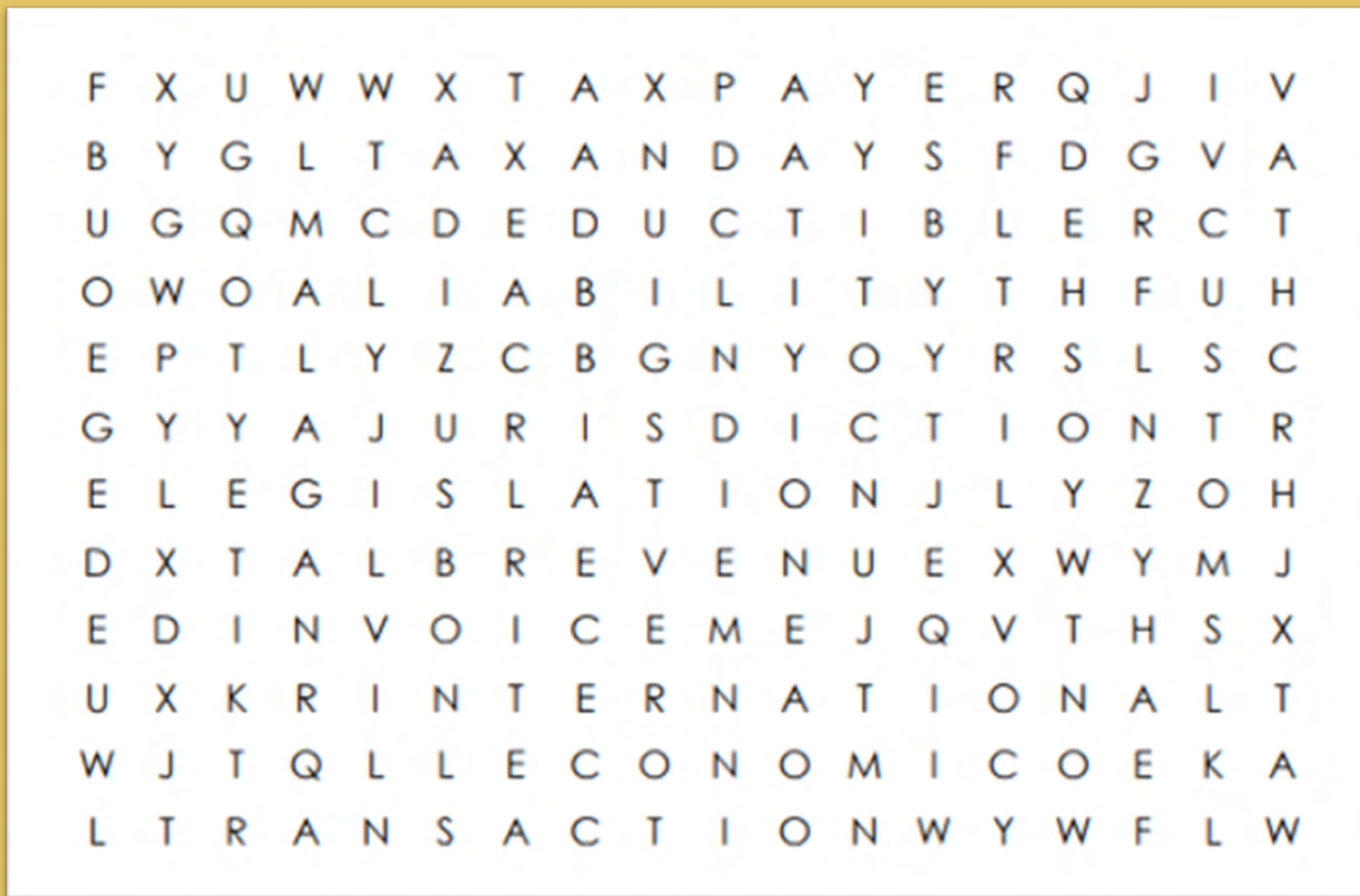
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Taxand Word search



Send us a screenshot of your completed puzzle at taxand@taxand.com



Find the following words in
the puzzle !



- CUSTOMS
- DEDUCTIBLE
- ECONOMIC
- INTERNATIONAL
- INVOICE
- JURISDICTION
- LEGISLATION
- LIABILITY
- MALAGA
- REVENUE
- TAXANDAYS
- TAXPAYER
- TRANSACTION
- VAT



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Let's Celebrate

“130 years ahead of our time!”

In September, our Greek firm Zepos & Yannopoulos, celebrated its 130th Anniversary as a law firm. Taxand Global Board member Vicente Bootello from Garrigues, Taxand Spain, joined partner Yerasimos Yannopoulos and the team for the celebrations!

Congratulations - or Συγχαρητήρια! - on this incredible milestone!





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Take a selfie! Share it with us at taxand@taxand.com to win points!



It's selfie time!

Are you ready for the 'Taxand Selfie Challenge'?

Take a selfie and send it to us!

Want to win more points? Take a team selfie. The more people in the photo, the more points you will win!

Selfie

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'Taxandays' are the new 'Taxand Schools'!

Farewell to our 'Taxand Schools' and Hello to our 'Taxandays', our brand new and improved global training and networking events!

The 'Taxandays' era will start off strong with our **'New Partner Taxandays'** taking place in June 2024 in sunny Malaga.

But before moving on, let's take a minute to reflect on **past successful 'Taxand Schools'**



How can we improve our
networking/training events?
Send us an email at taxand@taxand.com

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2023 Malaga Senior School

In April 2023,
Over 100 tax professionals from 21 countries came together during **3 days of technical training, collaboration and networking activities.**



The event generated fresh ideas, new connections and wonderful memories in in this enchanting cultural Spanish city.

2023 Asia Senior School

In August 2023,

PB Taxand, our Indonesian firm, hosted training sessions on **international taxation, tax treaties and transfer pricing.**

It was also a great opportunity for our Seniors to master **persuasion skills, client service and the art of managing people.**

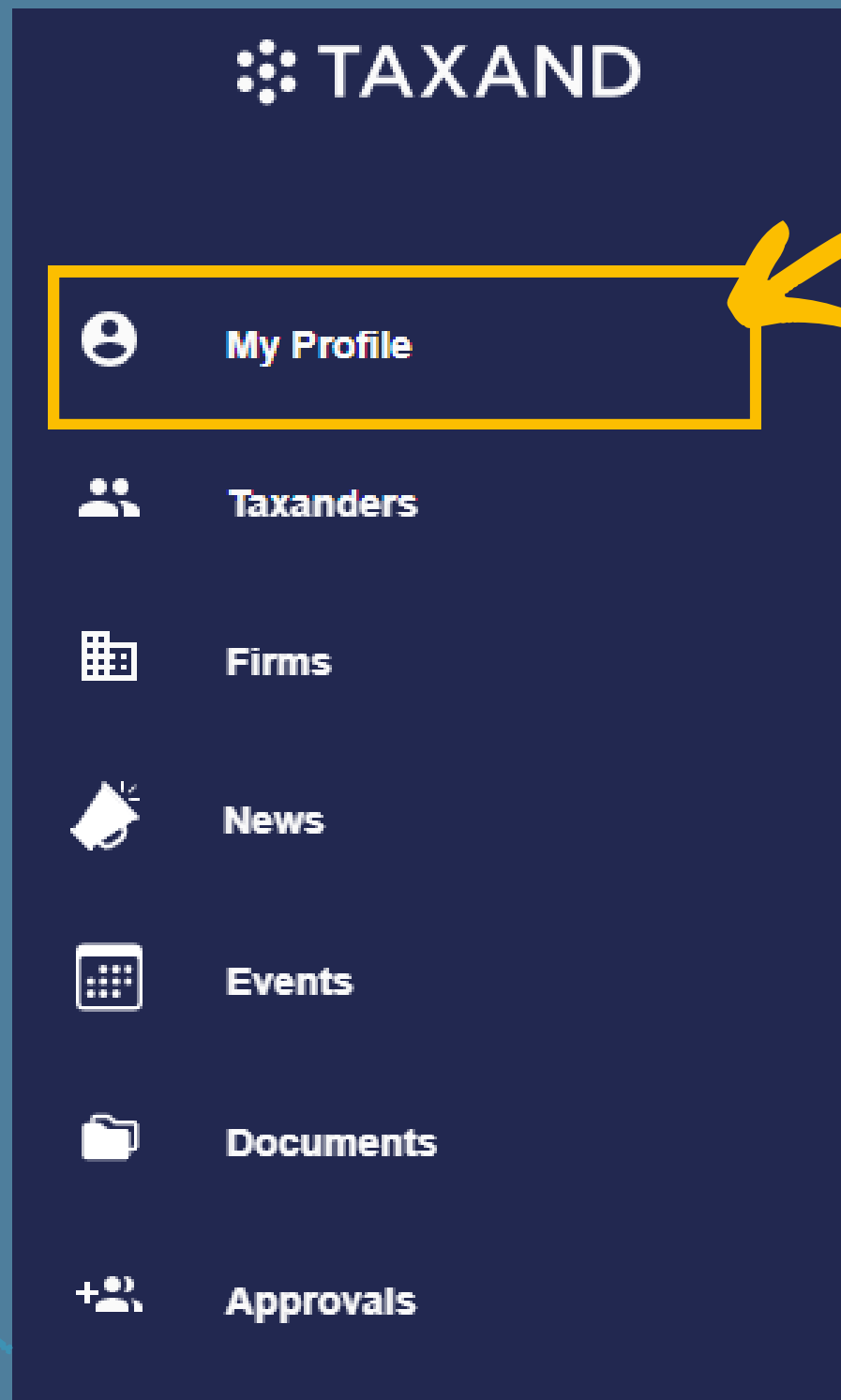




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Fill in your profile now!



The Hub needs you!

Completing your profile is the key to unlocking our network potential and visibility.

- All you have to do is go to “My Profile” and complete all of the fields:

Taxanders will then be able to find you.

Let's build a global library of credentials and bios together!





Hints & Tips for writing your Bio



Write your bio in the **third person**. For example “Stefan Smith is a Tax practitioner with 15 years’ experience in International tax .”



Grab **attention** in the **first paragraph** with an overview of your role and experience. Add your tax and industry specialisms. What do you bring to your clients?



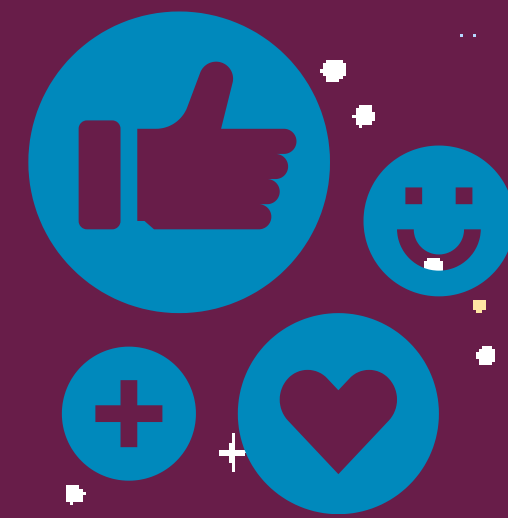
Be **concise!** Aim for no more than **5-6** short **paragraphs** in your bio



Summarise any significant **career achievements**; for example previous roles, expertise, qualifications and training.



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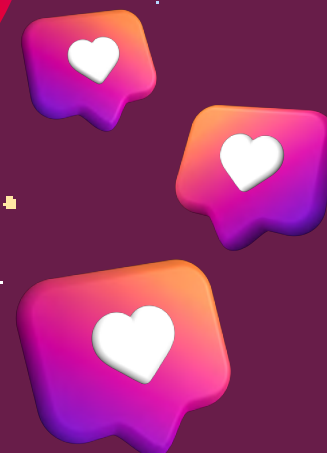


Let's Connect!

Did you know that Taxand Global is on social media?

Follow us on LinkedIn & Instagram by scanning or tapping the QR Codes and keep up to date with the latest Taxand news.

Be part of our online **Global Community** and **join the conversation.**



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Newsletter

Subscribe to our newsletter to receive the latest tax news and insights from our experts around the world.



Scan me!



News & Views from Taxand
Subscribe to **Taxand's weekly news alert** and keep up-to-date on the latest tax news, views and insights from your fellow Taxand experts around the world. Simply scan or tap the QR code.

Do you have a tax article or update that could be included? We'd love to hear from you.
[Get in touch!](#)

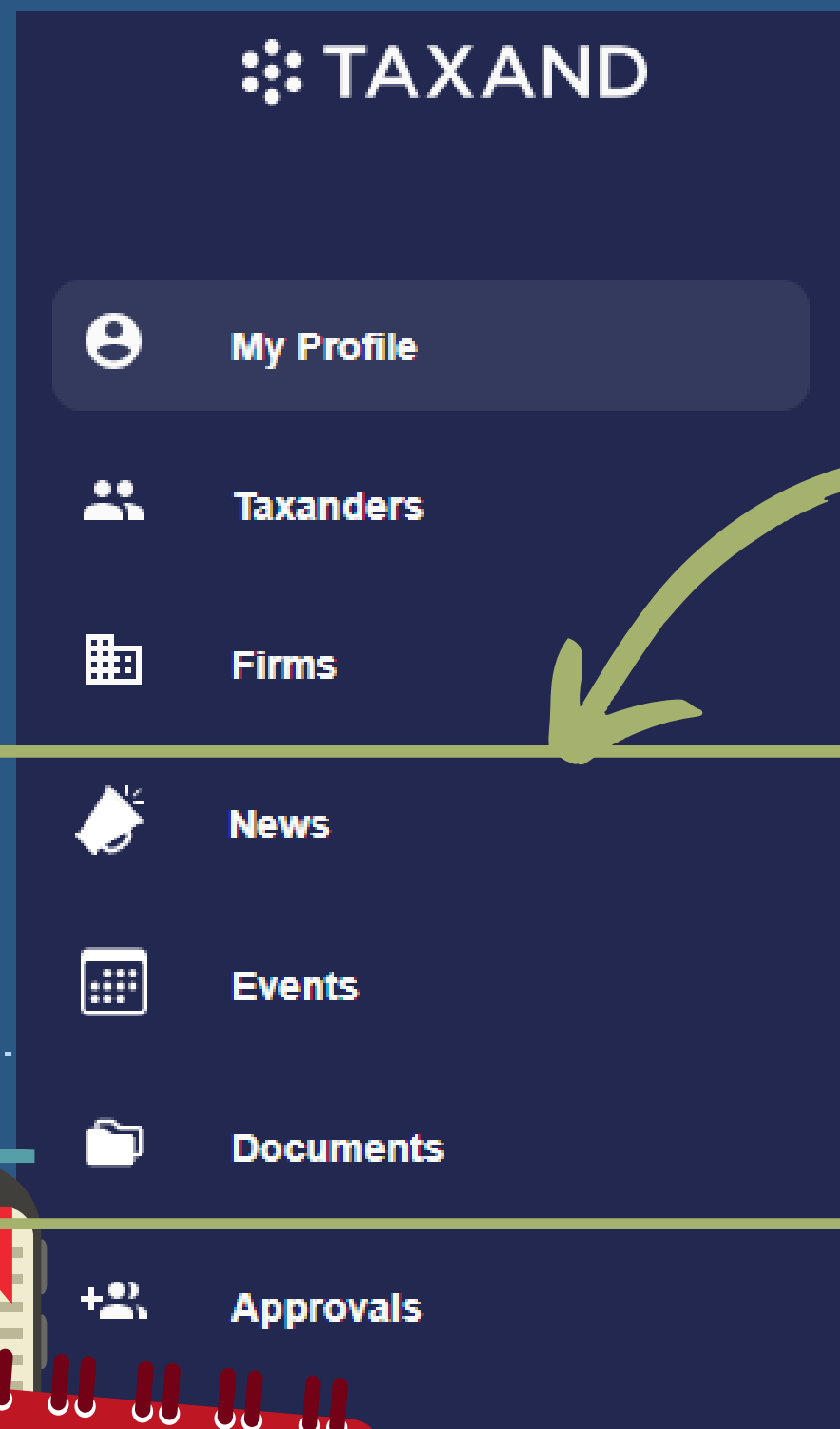
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Share some content with us to display in the Documents section at taxand@taxand.com



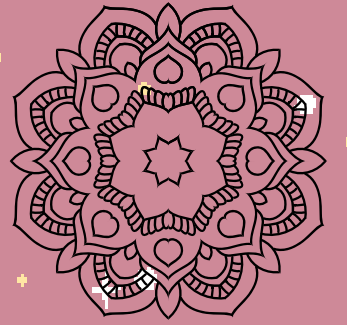
Taxand in the palm of your hand!

Whether it's the latest news, webinars, conferences, training events and resources, the Hub's digital **news, events** and **documents** sections are your passport to staying informed and connected at all times. Tell us about upcoming tax events you plan to attend or that your firm is preparing to host in 2024...





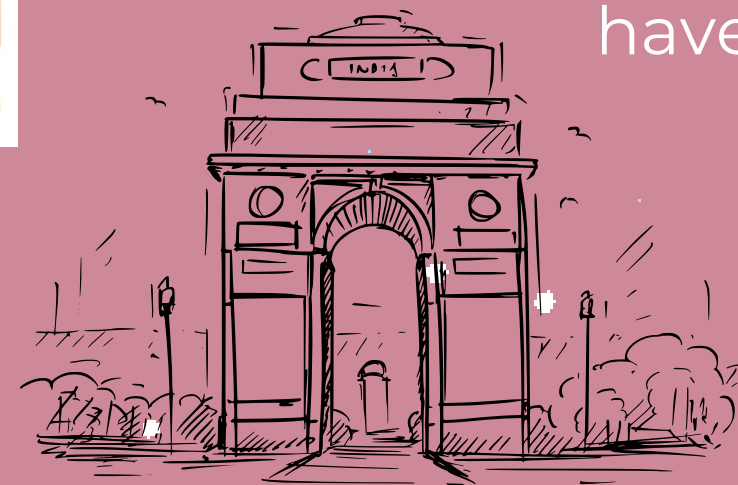
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Momentous Mumbai

Over **350** clients and Taxanders from more than 30 countries came together in May in this truly inspiring destination, hosted by our colleagues at **Economic Laws Practice**, Taxand India.

Our **Annual Global Conferences** are just one example of the opportunities Taxand provides to bring our international community together, providing us with the chance to look ahead and innovate, to build our networks, to create business opportunities and importantly, to have fun together!



Save the Date

Taxand Global Conference 2024

MALAGA

19-21 JUNE 2024



GET READY FOR MALAGA!

19-21 June 2024

In 2024, the **Garrigues** team kindly take up the baton and will host our **Global Conference** in this historic, cultural Spanish city, the home of Picasso!

We hope to continue to make this flagship Taxand event even bigger than before and we are currently planning our agenda...for which ideas are always welcomed at taxand@taxand.com.



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3 Tax Fun Facts!



1. The word “tax” comes from the **Latin word** “*Taxare*” which means “to estimate or value”.
- 2. Taxation has been around for centuries! There are recordings of **tax payments made in Ancient Egypt** around 3000 BCE. At the time, people who didn’t have money to pay taxes often had to pay with livestock, food, or labour.
- 3. In the 17th century, England applied a tax on the number of windows a house had, the ‘**window tax**’. As a result, many property owners bricked up windows to reduce their tax liability. We can still see some buildings with bricked-up windows today!



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Do you have a book recommendation? (it doesn't need to be business-related! Let us know at taxand@taxand.com and win points!

Reading recommendations

Alvarez & Marsal (with Taxand member firms in the UK and US), has shared with its employees a list of the **best business books** by the **Financial Times**.

If you are looking for some great insights on Leadership & Management, click [here!](#)



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Are your creative juices flowing? Share your new Taxand tagline* with us at taxand@taxand.com

Be part of building the Taxand brand!

This is your opportunity to propose a new tagline for Taxand...the “headline” that could replace “Your Global Tax Partner”.

The tagline accompanies our logo and should convey the spirit and purpose of Taxand. Who better to help us shape our future brand than YOU - our global community!

What does Taxand mean to you? How do you want to define our organisation in one short line?

If you have a way with words and have ideas for a new creative tagline, please submit it to us at taxand@taxand.com.



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Celebrating 20 years of Skeppsbronskatt

Our Swedish firm, Skeppsbronskatt, celebrated its 20th anniversary this year and marked the occasion with an evening of glitz, glamour and fun in the charming city of Stockholm!

The vibrant celebration featured Swedish singer and songwriter Danny Saucedo who took to the stage to entertain guests!

Congratulations to our Swedish colleagues on your 20 year anniversary!

PARTY!!!

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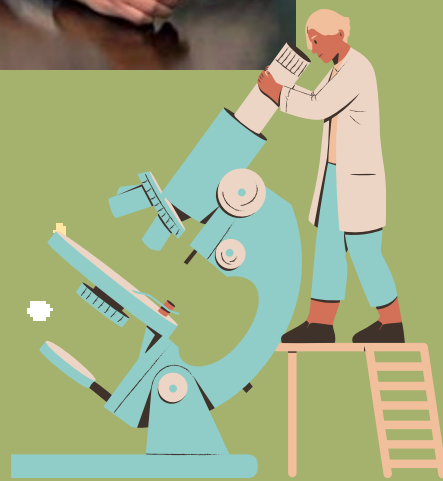
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Cancer@Work

This year, Atoz became one of the first signatories of the Cancer@Work movement. Created in France in 2012, the club was rolled out in Luxembourg in 2023, and ATOZ was first onboard!

By signing the Cancer@Work Charter, Atoz is demonstrating its commitment to taking practical steps to help people directly or indirectly affected by cancer to remain in work and to be included in the workforce.





The Atoz Foundation 10-year anniversary

The Atoz Foundation was established in November 2012 under the aegis of the Fondation de Luxembourg. The foundation seeks to sponsor projects in the Grand Duchy and Grande Région as well as projects abroad; as long as the project's impetus is given by a Luxembourgish organisation or an organisation acting in Luxembourg's close area.

This year, the ATOZ Foundation gathered representatives from organisations they have supported over the last decade to celebrate this important milestone.



The Arsene Foundation

The Foundation was established in 2017 with the help of the Fondation de France and Partners from Arsene, our French firm.

The Foundation aims to:

- Provide financial support for public-interest projects for children and young people in difficulty, in the fields of: education ; health ; professional integration and business start-ups.
- Help young people build their future by advising and supporting them, and passing on our knowledge and experience as part of a skills-based sponsorship program.

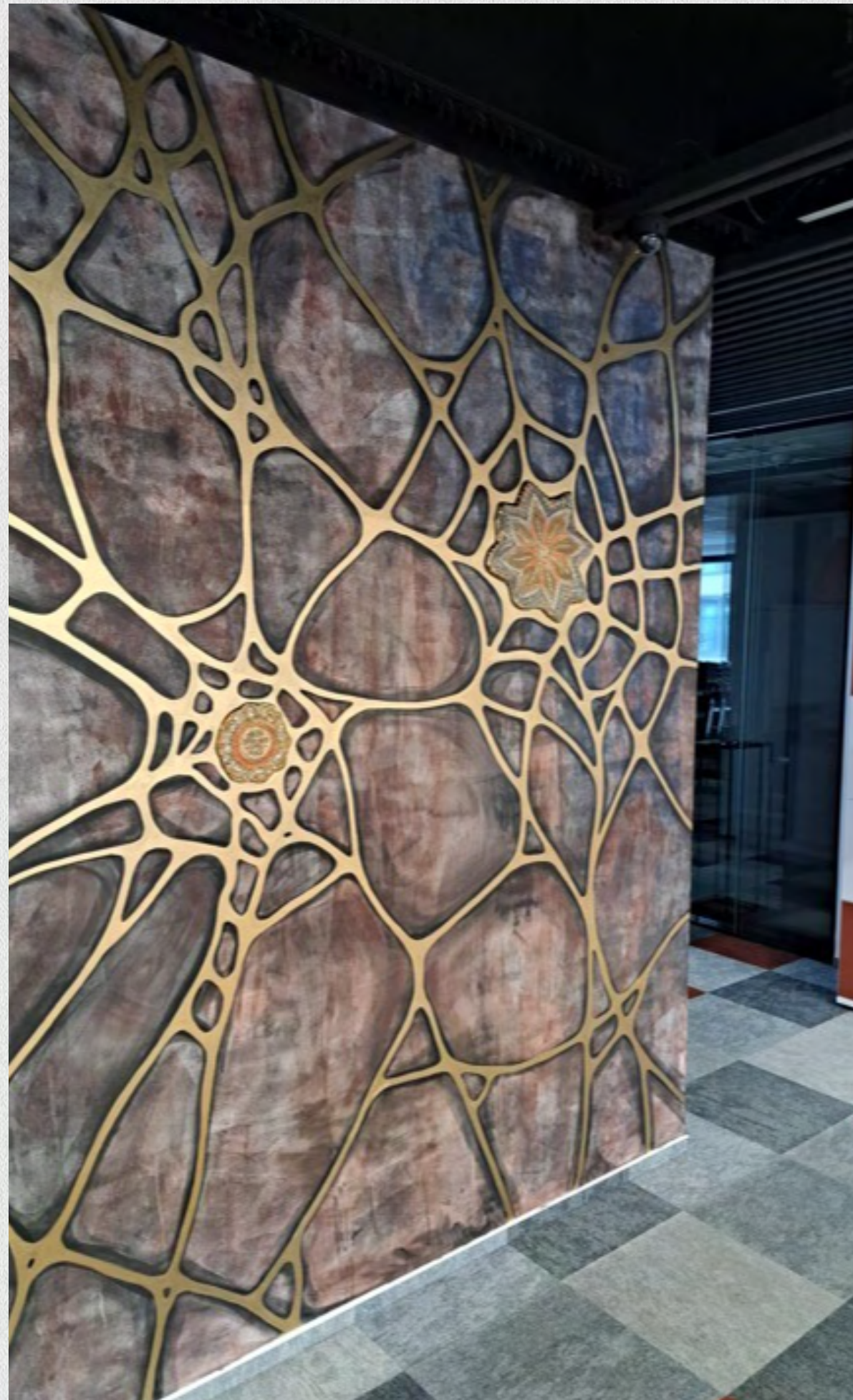
Since 2017, the Foundation has investigated and monitored a number of grant applications and carried out various skill-based sponsorship initiatives. It has forged important and lasting links with associations such as Les pâtes au beurre, L'enfant@l'hôpital and Gai Rire. It also works with associations such as Refugee Food, Lire pour en Sortir and Sport dans la Ville to help people find employment. The Fondation Arsene also organizes events such as the Prix de l'entrepreneur social et solidaire, whose latest edition took place on November 29, and solidarity sports races and tournaments.



Do you have a similar initiative in your firm?
Share it with us at taxand@taxand.com
(feel free to share social media links, pictures, etc.)



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Creativity in the workplace

Art in the workplace can have a positive influence on employees, creating a sense of wellbeing and being a source of inspiration.

This year in the Warsaw office of our Polish firm, **Crido**, murals inspired by the firm's values were created by a street art, ceramics, sculpture and painting artist, NeSpoon.





Creativity in the workplace

Our French firm, **Arsene**, recently ran a photography competition for employees on the theme of water. Competition entries were displayed in the office with winners chosen by employees as well as a judging panel. View all the winning entries [here](#).



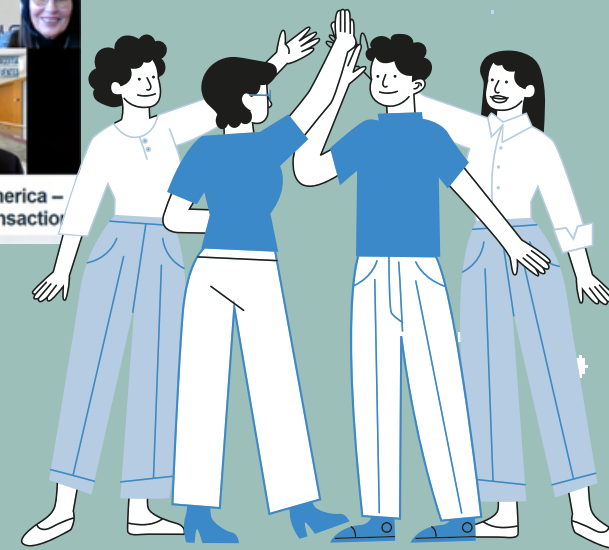


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The Collaborative Taxand Spirit!

Our collective participation at industry events continues to be a highlight for Taxand. Demonstrating global connectivity and showcasing the depth and breadth of our Tax expertise.



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Stronger Together!

Together, we attend leading industry events including MIPIM, The IFA Conferences (both global and regional) and the IBA Conference. And in addition to our Taxand Global Conference, we also come together at many Taxand hosted collaborative events such as the annual Viking Seminar, International Tax Debate Evenings, Taxand Asia Client Events and regular Global Webinars.





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LET'S CELEBRATE!



Share your photos of any special events your firm has hosted this year! Send them to us with a brief description at taxand@taxand.com



Taxanders celebrate!

2023 has seen many celebratory events for our Taxand community - from **anniversary celebrations** and **gala evenings** to **summer** and **end of year parties** and **awards ceremonies!** There are many reasons to celebrate and have fun. Here's to **more in 2024!**



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