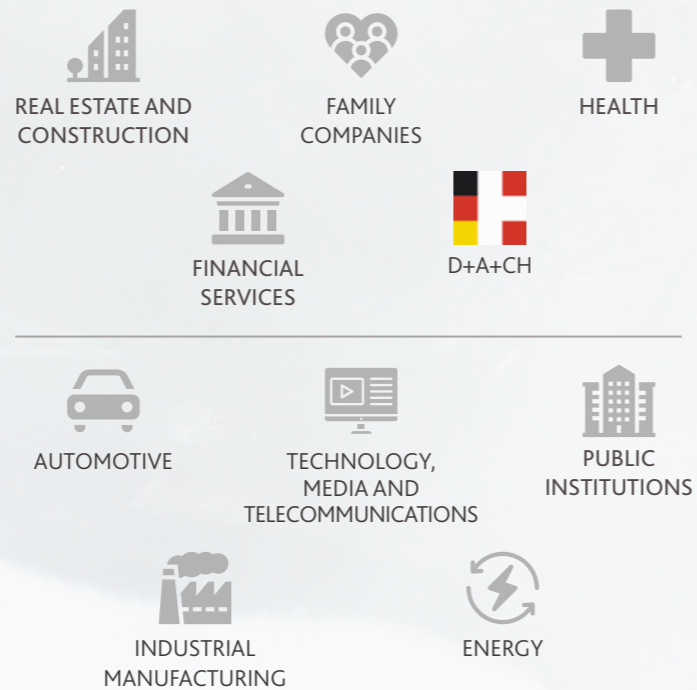


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AREAS AND SECTORS WHERE WE HAVE THE MOST EXPERIENCE



SERVICES AND PEOPLE AT BDO

We provide professional services to companies and help them tackle the situations and problems they encounter in various stages of their business. Thanks to our expertise, experience in various fields, comprehensive perspective and individual approach, clients can rely on our support and focus fully on their core business. Below we have selected a few of the topics and areas that companies are currently struggling with and that we can help address. An overview of our services and our contact details can be found on the following pages.

Areas where we can help you

- Company transformation
- Digitisation and automation
- Financial management
- Operational management
- Dispute resolution
- Restructuring
- Risk management
- Fraud investigation
- Internal reviews
- Investment incentives, subsidies
- Cybersecurity
- Valuation
- Investing
- Selling a company
- Succession
- ESG
- Market regulation
- New legislation and obligations
- Strategic management
- Growth management
- Organisational changes
- Lack of people
- Robotics and automation
- Reporting
- Mergers and acquisitions
- Finding an investor
- Expansion abroad
- Compliance
- Tax changes
- Bookkeeping, payroll, financial agendas



BDO is represented in the Czech Republic by BDO Audit s.r.o., BDO Czech Republic s.r.o., BDO Consulting s.r.o., BDO Legal s.r.o., advokátní kancelář, and BDO VALUATION, s.r.o. We are part of the BDO network, one of the largest networks of audit and advisory groups worldwide. It employs more than 91,000 professionals and operates in 167 countries with more than 1,650 offices.

Audit | Tax | Advisory
www.bdo.cz



SERVICES

PEOPLE



TAX

Zenon Folwarczny

We will help you optimise your taxes in accordance with the rules and regulations. Our expertise and experience are at your disposal to ensure that your taxes are handled at the highest professional level so that you can focus on your business.

Tax consultancy for legal entities

Zenon Folwarczny

- ▶ Income tax return
- ▶ Business support: research and development, investment incentives, subsidies
- ▶ International taxation and tax structures
- ▶ Trusts, endowments and investment funds
- ▶ Structuring family offices

VAT and indirect taxes

Igor Pantůček

- ▶ Preparation of VAT returns and effective VAT recordkeeping
- ▶ VAT on international and domestic supplies of goods and services
- ▶ VAT refunds in international trade
- ▶ VAT consultancy
- ▶ CLO and excise duties
- ▶ Environmental taxes

Tax advice for individuals and business owners

Monika Lodrová

- ▶ Preparation of tax returns and related consultancy
- ▶ Posting of workers from the Czech Republic abroad
- ▶ Employment of foreigners in the Czech Republic VAT consultancy
- ▶ Social and health insurance with an international aspect
- ▶ Option plans and share plans for managers and other employees
- ▶ Benefits and mandatory benefits for employees
- ▶ Advice on relocation of individual
- ▶ Individual investors - securities, derivatives, etc.
- ▶ Termination of business, transformation from natural person to legal person

Tax litigation

Vít Křivánek

- ▶ Representation in tax audits
- ▶ Defending unrecognised VAT deduction claims
- ▶ Legal opinions on tax authorities' procedures
- ▶ Representation before administrative courts
- ▶ Legal assistance in cases of unlawful withholding

Transfer pricing

Lenka Lopatová

- ▶ Preparation of transfer pricing documentation (Masterfile, Local file, CbCR)
- ▶ Preparation of a comparative analysis of market-based profitability indicators for intra-group transactions (services, production, distribution)
- ▶ Compilation of comparative analyses
- ▶ Calculation of hourly rates for intra-group services as basis for allocation of intra-group services
- ▶ Preparation of application documents (e.g. binding assessment method of setting transfer prices, initiation of negotiation / arbitration proceedings to avoid double taxation due to transfer pricing adjustments made by the tax administration, for defending the pricing strategy in the context of a tax audit)

Tax M&A

Michala Mrazíková

- ▶ Mergers, acquisitions and spin-offs
- ▶ Restructurings, transitions to holding company structure, sales and contributions of companies
- ▶ Tax due diligence
- ▶ International taxation, intergroup relations



ACCOUNTING AND PAYROLL

Michal Daňa

Using the latest technology, we provide accounting, payroll and compliance services that respect your growth and reflect changing regulations and requirements in local and global markets. We can help you manage your accounting and regulatory compliance so you can focus on your business goals, providing you with reliable reporting for business management.

Accounting and outsourcing of accounting

- ▶ Bookkeeping for businesses and non-profit organisations
- ▶ Accounting supervision / temporary accounting assistance
- ▶ Financial reporting
- ▶ Preparation of statutory financial statements in accordance with Czech law or international accounting standards
- ▶ Reclassification of financial statements prepared in accordance with foreign law / group rules to financial statements in accordance with Czech law
- ▶ Preparation of consolidation packages in accordance with group client's rules
- ▶ Preparation of consolidated financial statements in accordance with Czech law

- ▶ Support in the implementation of accounting systems
- ▶ Design and support in the implementation of a paperless office (document circulation, approvals, payments, etc.)
- ▶ Financial reporting (Power BI)

Payroll services and outsourcing of payroll accounting

- ▶ Payroll processing
- ▶ Processing of employee HR agendas
- ▶ HR consulting
- ▶ Payroll process audit
- ▶ HR reporting (Power BI)



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SERVICES



ADVISORY

Ondřej Šnejdar

We help companies find appropriate solutions at different stages of their life cycle, at periods of change or business challenges. Our teams of experienced consultants focus on both complex strategic assignments as well as targeted operational and project requirements.

BUSINESS CONSULTING

Business management

Ondřej Šnejdar, Kamil Vaníš

- ▶ Financial management
- ▶ Strategic and operational management
- ▶ Transformation and restructuring
- ▶ People and organisational change
- ▶ Increasing operational efficiency, Lean Six Sigma

Transaction advisory, M&A

Milan Svoboda

- ▶ Identifying the acquisition target
- ▶ Due diligence - pre-investment due diligence
- ▶ Buying/selling a business
- ▶ Preparing the company for sale
- ▶ Purchase price mechanism, price negotiation
- ▶ Comprehensive advice on the preparation of the purchase agreement
- ▶ Financing the transaction
- ▶ Post-acquisition advisory

Expertise/Valuation

Lukáš Křístek

- ▶ Valuation of assets for corporate transactions (conversions, mergers)
- ▶ Valuation of non-cash contributions
- ▶ Valuation of securities, stocks and shares
- ▶ Valuation of real estate
- ▶ Valuation of intangible assets
- ▶ Valuation of receivables
- ▶ Valuation in insolvency proceedings
- ▶ Expert opinions and their defence in criminal proceedings and civil proceedings (under the Civil Procedure Code and the Criminal Procedure Code)
- ▶ Valuation for IFRS purposes

Risk management, internal audit and compliance

Ondřej Šnejdar, Stanislav Klika

- ▶ Strategy, setup and implementation of risk management solutions
- ▶ Risk identification, assessment, monitoring and setup control mechanisms
- ▶ Internal audit
- ▶ Compliance
- ▶ Privacy and GDPR
- ▶ Whistleblowing and whistleblower protection
- ▶ ESG consulting: assessment, strategy and implementation, measurement of indicators, reporting

Forensic services

Ondřej Šnejdar, Stanislav Klika

TECHNOLOGICAL CONSULTING

IT consultancy and digitalisation

Tomáš Kubiček

- ▶ Creating a strategy in the digital world
- ▶ Robotics, automation & digitalisation
- ▶ Digital transformation
- ▶ Data analytics and data governance
- ▶ Innovation management
- ▶ Systems integration, project management

Cybersecurity

Martin Hořícký

- ▶ Penetration testing
- ▶ Social engineering, red team
- ▶ Ethical hacking
- ▶ Vulnerability testing
- ▶ Incident response (cyber incident response)

IT compliance

Martin Hořícký, Tomáš Kubiček

- ▶ IT audit
- ▶ IT compliance and third-party authentication (SOC/SOC2, PSD2, NIS2, EBA, Dora, Cloud)
- ▶ ISO 27001 / ISO 20000

EDUCATION

BDO Academy

Stanislav Klika

- ▶ Professional training in the field of tax and accounting
- ▶ E-learning courses in compliance and security
- ▶ E-learning courses tailored to client needs

PEOPLE



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SERVICES



AUDIT

Petr Slaviček

Your business is not just a balance sheet or income statement to us. Our auditors always focus on your company as a whole. Using their expertise and experience, in addition to independent audits to provide constructive ideas for improving internal controls and business systems, our partner together with a stable team will be happy to support you in making serious decisions. We provide our services in accordance with Czech and international financial reporting standards.

Financial audit and verification

Petr Slaviček, Jan Macháč, Jiří Liberda, Lukáš Hendrych

- ▶ Audit of financial statements
- ▶ Due diligence of financial statements or their parts
- ▶ Compilation of financial statements
- ▶ Consolidation of financial statements
- ▶ Business combinations during company transformations
- ▶ Verification of subsidies and grants
- ▶ IFRS consulting

EU funds

Ondřej Šnejdar, Tomáš Kubíček

- ▶ Advice on obtaining subsidies
- ▶ Subsidy audit
- ▶ Consulting in case of non-fulfilment of obligations



LEGAL

Jiří Šmatlák

We support you in all important business decisions. Our range of services covers all areas of law in the life cycle of a company. Our clients, which include small and medium-sized companies as well as large publicly listed companies and Czech and international corporations, all receive individual and tailor-made solutions.

Company law

Jiří Šmatlák, Lukáš Regec, Štěpán Kleček

- ▶ M&A
- ▶ Real estate and construction law
- ▶ Financing
- ▶ Contract law
- ▶ Insolvency and restructuring
- ▶ Representation in court and arbitration proceedings

Employment law

Jiří Šmatlák, Lukáš Regec

Tax law

Vít Křivánek



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Complete catalogue of BDO contacts can be found here:

