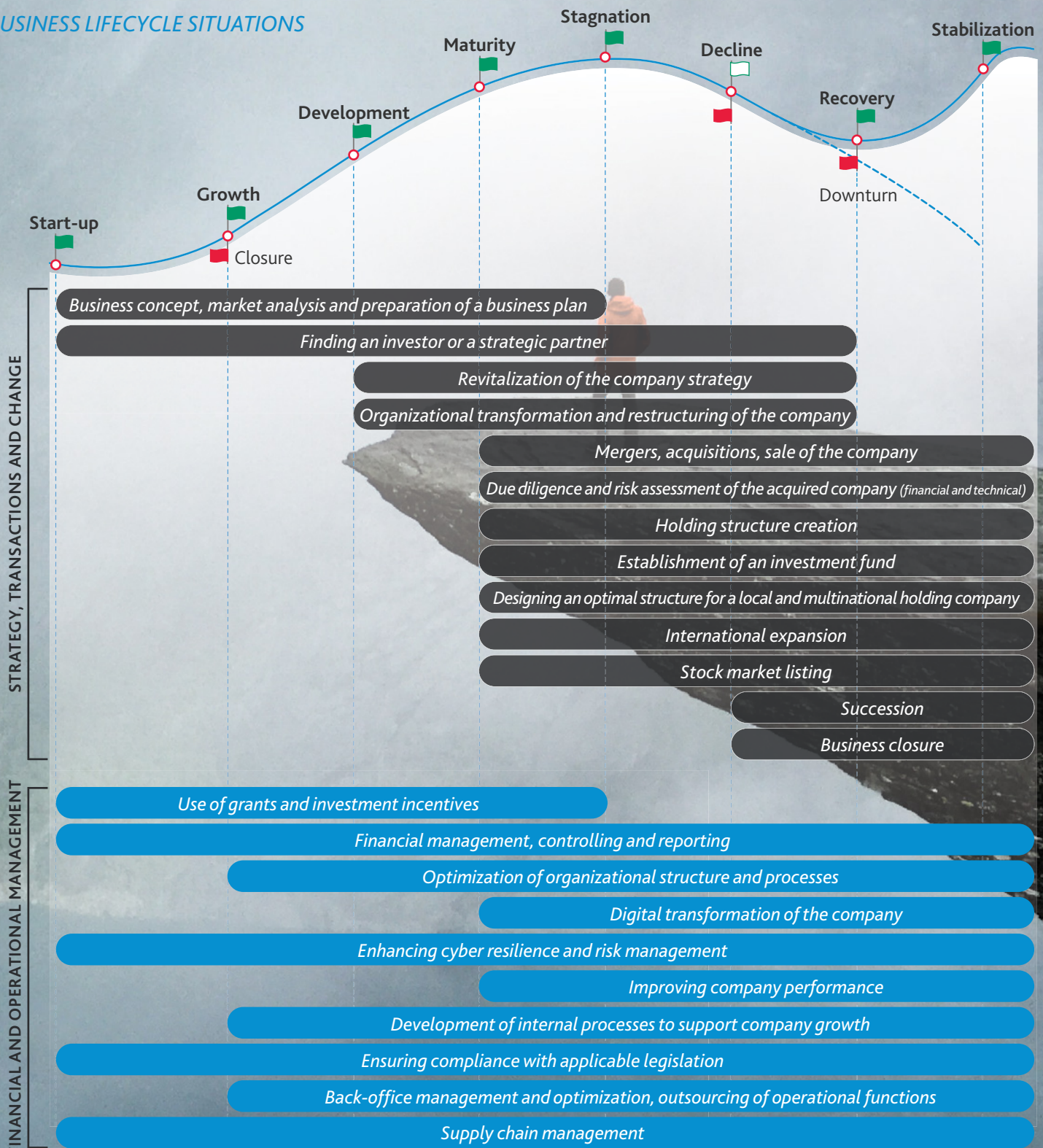


SERVICES AND PEOPLE AT BDO

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.

We will support your company during important moments in your business

BUSINESS LIFECYCLE SITUATIONS



SERVICES



AUDIT



Petr Slaviček

For us, your business is not just a balance sheet or profit and loss statement. Our auditors always focus on your company as a whole. Using our expertise and experience, we strive to provide not only independent audits but also constructive ideas for improving internal controls and business systems. Our partner and stable team will be happy to support you in making important decisions. We provide our services in accordance with Czech and international standards for financial reporting.

Financial audit and verification

Petr Slaviček

- ▶ Audit of financial statements
- ▶ Reviews of financial statements or parts thereof
- ▶ Preparation of financial statements
- ▶ Consolidation of financial statements
- ▶ Business combinations during transformations of commercial companies
- ▶ Verification of subsidies and grants
- ▶ IFRS consulting
- ▶ ESEF
- ▶ Verification of ESG reports
- ▶ Verification of green bonds

EU funds

Ondřej Šnejdar

- ▶ Consulting on obtaining subsidies
- ▶ Audit of subsidies
- ▶ Consulting on non-compliance with obligations



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LEGAL



Jiří Šmatlák

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

Corporate law

Jiří Šmatlák, Lukáš Regec, Štěpán Kleček

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

Labor law

Jiří Šmatlák, Lukáš Regec

Tax law

Vít Křivánek, Václav Čepelák

- ▶ Resolution of tax law disputes
- ▶ Representation in negotiations with tax administrators
- ▶ Tax administration

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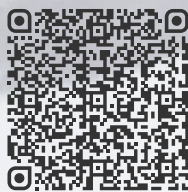
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SERVICES



TAXES

 Petra Pospíšilová

We will help you achieve an optimal tax burden in accordance with rules and regulations. We are ready to use our expertise and experience to take care of your tax matters at the highest professional level so that you can focus on your business.

Tax consulting for legal entities

Petra Pospíšilová

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

VAT and indirect taxes

Petr Linx, Petr Vondraš

- ▶ Preparation of VAT returns and effective VAT record keeping
- ▶ VAT on international and domestic supplies of goods and services
- ▶ VAT refunds in international trade
- ▶ VAT consulting
- ▶ Customs duties, excise duties, environmental and other indirect taxes

Tax consulting for individuals and business owners

Monika Lodrová

- ▶ Preparation of tax returns and related consulting
- ▶ Posting of workers from the Czech Republic abroad
- ▶ Employment of foreigners in the Czech Republic
- ▶ Social and health insurance with an international aspect
- ▶ Motivational option plans and stock plans for managers and other employees
- ▶ Benefits and mandatory payments for employees
- ▶ Consulting on the relocation of individuals
- ▶ Individual investors – securities, derivatives, etc.
- ▶ Termination of business, transformation from a natural person to a legal entity

Tax litigation

Vít Křivánek

- ▶ Representation during tax audits
- ▶ Defense of unrecognized VAT deduction claims
- ▶ Legal opinions on tax administrator procedures
- ▶ Representation before administrative courts
- ▶ Legal assistance in cases of unjustified withholding of funds

Transfer pricing

Lenka Lopatová

- ▶ Preparation of transfer pricing documentation (Masterfile, Local file, CbCR)
- ▶ Preparation of comparative analyses of market profitability indicators for intra-group transactions (services, production, distribution)
- ▶ Preparation of comparative analyses
- ▶ Calculation of hourly rates for intra-group services as a basis for the allocation of intra-group services
- ▶ Preparation of supporting documents for applications (e.g., binding assessment of transfer pricing methods, initiation of negotiation/arbitration proceedings to avoid double taxation as a result of transfer pricing adjustments made by the tax administrator, defense of pricing strategy in tax audits)

Tax M&A

Michala Modrá

- ▶ Mergers, acquisitions, and demergers of companies
- ▶ Restructuring, transitions to a holding structure
- ▶ Sales and contributions of companies
- ▶ Tax Due Diligence
- ▶ International taxation, intra-group relations

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SERVICES



ACCOUNTING AND PAYROLL

 Michal Daňsa

Using the latest technologies, we provide accounting, payroll, and compliance services that respect your growth and take into account changing regulations and requirements in local and global markets. We will help you manage your accounting and legislative obligations so that you can fully focus on your business goals, and we will provide you with reliable reporting for business management.

Accounting and accounting outsourcing

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

Accounting consulting

- ▶ Consulting on the extraction and use of financial data for strategic company management and decision-making
- ▶ Design and support for the implementation of a paperless office (document circulation, approval, payments)
- ▶ Support for the implementation of information systems

- ▶ Setting up accounting processes, guidelines, and internal controls
- ▶ Integration of accounting with tax and legal consulting
- ▶ Automation and robotization of routine tasks
- ▶ Assistance in the implementation of more complex transactional and transformation projects
- ▶ Mentoring and support for CEOs, CFOs, and finance/accounting departments
- ▶ Modern financial reporting (Power BI and other tools)
- ▶ Integration of accounting with transactional consulting and management consulting
- ▶ Accounting in the context of ESG consulting and non-financial reporting

Payroll services and payroll accounting outsourcing

- ▶ Payroll processing
- ▶ Processing of employee personnel agendas
- ▶ Personnel consulting
- ▶ Audit of payroll processes
- ▶ Personnel reporting (Power BI)

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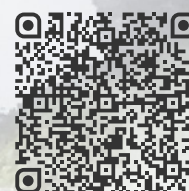
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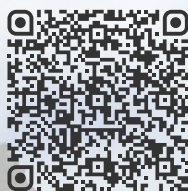
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ADVISORY

 Ondřej Šnejdar

We help companies find suitable solutions at various stages of their life cycle, during periods of change, and in various business situations. Our teams of experienced consultants focus on both complex strategic tasks and targeted operational and project requirements.

MANAGEMENT CONSULTING (Management)

Financial management

Kamil Vaniš

- ▶ Company financial management, controlling, and reporting
- ▶ Financial due diligence
- ▶ Financial restructuring
- ▶ Business intelligence and data analytics
- ▶ Digitization of financial and accounting processes
- ▶ Digitization of purchasing processes
- ▶ Securing financing sources

Strategic and operational consulting

Kamil Vaniš

- ▶ Setting corporate strategy, analysis of competition, markets, product portfolio
- ▶ Technological innovations
- ▶ Change management:
 - Crisis management, operational revitalization
 - Corporate transactions and post-transaction consulting (see Deals)
 - Reorganization and restructuring
 - People and organizational structure, management, performance, and motivation
 - Adoption of technological changes
- ▶ Digitization and automation of key and supporting business processes
- ▶ Front-office consulting: Manufacturing processes, operational performance, supply chain, purchasing management, logistics, warehouse management
- ▶ Back-office consulting: Processes, operational performance and sustainability
- ▶ Technical and economic consulting and facility management audit
- ▶ Outsourcing and shared services: Interim management, outsourcing of corporate support functions, including IT and accounting

DEAL ADVISORY

(Sale/purchase of companies, transformations, M&A)

Ondřej Šnejdar, Kamil Vaniš

- ▶ Search for financial and strategic investors
- ▶ Acquisitions, M&A (growth strategy, objectives, acquisition process, integration)

- ▶ Sale (strategy and portfolio management optimization, operational division plan)
- ▶ Company transformations (spin-offs, mergers)
- ▶ Preparing a company for sale
- ▶ Financial input into transaction documentation
- ▶ In-depth reviews
 - Financial due diligence
 - Commercial due diligence
 - Technical due diligence
 - IT due diligence
 - ESG due diligence
 - Review of the company's digital footprint
 - Due diligence analysis
- ▶ Negotiation of price and other transaction parameters
- ▶ Valuation, determination of fair market value and assessment of fair market value (see Valuation)
- ▶ Negotiation and preparation of transaction documentation (see Legal)
- ▶ Structuring and negotiation of external financing
- ▶ Post-acquisition consulting

RISK ADVISORY SERVICES

(Risk Management)

Ondřej Šnejdar, Stanislav Klika

- ▶ Internal Audit: Co-sourcing or Comprehensive Outsourcing
- ▶ External Evaluation of Internal Audit Quality
- ▶ Enterprise Risk Management (Assessment of Various Types of Risks and Their Significance)
- ▶ Forensic services, prevention and investigation of internal fraud
- ▶ Ensuring and verifying compliance with GDPR, whistleblowing, CCPA, AML, and other legislation
- ▶ Corporate management and governance: setting roles and relationships between top management and governing bodies, including the internal audit function
- ▶ Analysis and management of cyber and IT risks, see DIGITAL
- ▶ Revenue assurance and revenue verification
- ▶ Ensuring business continuity
- ▶ Supply chain risk management

PEOPLE

SUSTAINABILITY SERVICES (Sustainability & ESG)

Stanislav Klika

- ▶ Circular economy audit
- ▶ Calculation of company and product carbon footprint, preparation of decarbonization plan
- ▶ Carbon border adjustment mechanism (CBAM)
- ▶ Climate risk analysis
- ▶ ESG strategy
- ▶ ESG reporting
 - „Small reporting“ for small and medium-sized companies
 - Preparation of ESG reports in accordance with the requirements of standards ESRS, VSME, GRI, ISSB, SEC, TCFD, SASB, and others
 - Ensuring verification of non-financial reporting in accordance with CSRD/ ESRS by a qualified auditor
 - Setting up governance and ESG reporting processes
 - Conversion of ESG reports to XHTML (ESEF) format
- ▶ Verification of compliance with ESG standards for third parties
- ▶ Compliance with EUDR, CBAM, EU Taxonomy, and CDDD legislation
- ▶ Consulting/auditing in the area of equal opportunities
- ▶ Green bonds and verification
- ▶ Supply chain readiness and preparation for ESG rating
- ▶ Support in obtaining subsidies for ESG projects

EDUCATION

BDO Academy

Ondřej Šnejdar

- ▶ Specialized training in accounting, IFRS, and taxes
- ▶ Personal data protection (GDPR)
- ▶ Anti-money laundering (AML)
- ▶ Information security and cybersecurity
- ▶ Occupational health and safety (OHS)
- ▶ Other specialized training according to specific client needs



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SERVICES



ADVISORY

 Ondřej Šnejdar

VALUATION AND EXPERT SERVICES (BDO Valuation)

Lukáš Křístek, Štěpánka Kopecká, Jana Zurynková, Luděk Carbol

Valuation

- ▶ Valuation of assets for corporate transactions, restructuring
- ▶ Valuation of non-monetary contributions/surcharges
- ▶ Valuation of securities, shares, and business interests
- ▶ Valuation of real estate/projects
- ▶ Valuation of intangible assets (trademarks, domains, patents, software, etc.)
 - Determination of the value of know-how, goodwill, and trade secrets
 - Determination of the value of domain names
 - Determination of the value of copyrights and rights related to copyright
 - Determination of the value of industrial rights

- ▶ Valuation of receivables
- ▶ Valuation in insolvency proceedings
- ▶ Valuation for PPA (purchase price allocation)
- ▶ Value of collateral for financing
- ▶ Valuation for inheritance/foreclosure/divorce
- ▶ Valuation for transformations
- ▶ Valuation for funds/investment companies
- ▶ Valuation in insolvency proceedings
- ▶ Valuation for insurance purposes
- ▶ Valuation for audit purposes

Valuation-related consulting

- ▶ Assessment of price normality
- ▶ Assessment of investment plans
- ▶ Assessment of issues in the area of lending and banking transactions
- ▶ Consulting on sales and transformations (see Deals)

DIGITAL (Technology and Cybersecurity)

Tomáš Kubíček, Martin Hořícký

IT compliance - Regulation and risks

Tomáš Kubíček, Martin Hořícký

- ▶ Assessment, verification, or consulting to achieve compliance with IT legislation and standards
 - Cybersecurity Act (NIS2, DORA, NIST, CRA)
 - Cloud security - MSF security framework, NIST
 - Third-party verification (TPA), SOC2, SOC2+, PSD2, SWIFT, HIPAA, ISO27001, CyberAI act, and more
- ▶ Supply chain verification for NIS2, DORA, SOC2, TPRA, and TPRM
- ▶ ISMS implementation
- ▶ Outsourcing of cybersecurity roles – CISO, manager, architect, auditor
- ▶ Subsidy consulting
- ▶ Support for internal auditors in security verification (ISO, NIST, etc.) or IT efficiency
- ▶ Continuity management – TRA, BIA
- ▶ Security settings during the development, provision, or use of AI

Cyber resilience

Martin Hořícký

- ▶ Vulnerability management
- ▶ Penetration testing
- ▶ Social engineering

- ▶ Red Teaming
- ▶ Incident Response
- ▶ Security Architecture
- ▶ Cybersecurity training
- ▶ Purple and blue team implementation

Automation and digitization

Tomáš Kubíček

- ▶ Feasibility studies, analyses, and strategies
- ▶ Automation and software robotics (MS platform, UiPath)
- ▶ Solution delivery and development (low-code platforms and classic development)
- ▶ Digitization and automation of key and supporting business processes

Business intelligence and data analysis

Tomáš Kubíček

- ▶ Working with data – MS platform, Qlik, SAS
- ▶ Studies, analyses, strategies
- ▶ Delivery and development on low-code platforms

Artificial Intelligence

Tomáš Kubíček, Martin Hořícký

- ▶ AI deployment strategy
- ▶ Testing solutions on specific real-world scenarios
- ▶ AI security

PEOPLE

Transfer pricing

- ▶ Determination of license fees and interest rates
- ▶ Determination of the usual price for one-off transfers
- ▶ Determination of „exit charges“

Expert opinions and their defense in criminal and civil proceedings

- ▶ Appraisals in insolvency proceedings (bankruptcy, reorganization)
 - Over-indebtedness analysis
 - Insolvency analysis
 - Valuation of assets
- ▶ Appraisals in court proceedings (criminal proceedings, civil proceedings)
 - Determination of harm/damage
 - Determination of benefit
 - Revision appraisals

Technology consulting

Tomáš Kubiček

- ▶ Analysis, strategy, and independent opinion during the implementation of technology projects
- ▶ Outsourcing of roles, quality assurance, and project management
- ▶ Preparation of supplier selection, technology selection
- ▶ Project review, independent service organizations
- ▶ IT Due Diligence
- ▶ Evaluation of IT environment, processes, and design of TO-BE model

Software development

Tomáš Kubiček

- ▶ Development of SW solutions tailored to client needs
- ▶ Comprehensive management of development projects



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FAMILY
COMPANIES



HEALTH



FINANCIAL
SERVICES



D+A+CH



AUTOMOTIVE



TECHNOLOGY,
MEDIA AND
TELECOMMUNICATIONS



PUBLIC
INSTITUTIONS



INDUSTRIAL
MANUFACTURING



ENERGY



Audit | Accounting | Advisory | Taxes | Legal
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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., law firm, BDO Valuation, s.r.o., BDO Fund Administration a.s., BDO Euro-Trend s.r.o., and BDO Euro-Trend Audit a.s. The company is part of the international BDO network, which is one of the largest networks of auditing and consulting groups worldwide. It employs more than 94,900 professionals and operates in 169 countries, where it has more than 870 offices.

BDO