EY in the Slovak Republic
About EY
EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

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Dear business partners,

EY has been present in the Slovak professional service market for more than 25 years. We were among the first professional firms to establish offices in the Central and South-East Europe (CSE) region. We now have more than 300 employees, who are based in Bratislava, Žilina and Košice.

Whilst we offer seamless services in assurance, tax, legal, transaction and business advisory to our clients, our partners enjoy regular technical reports, surveys, workshops, conferences and e-news on current issues.

We are proud of our well-established EY Entrepreneur Of The Year award, since fostering success in the Slovak business environment has long been among our highest priorities. We also continually reinforce our corporate social responsibility with support to socially, physically, mentally or otherwise disadvantaged people.

Our professionals are united by our shared values and unwavering commitment to quality, which helps us sustain a stable market position.

We will be pleased to become your partner in the development of your business.

Matej Bošňák
Country Managing Partner
About EY

EY worldwide

EY is a global leader in assurance, tax, transaction and advisory services. We aim to have a positive impact on businesses and markets, as well as on society as a whole.

Working with our clients

Our 231,000 people are the foundation of our success. We assemble the right multi-disciplinary team for your business, drawing on our global network of professionals. Working with you in a collaborative style, we gain a clear understanding of your organization and strive to identify issues before they become problems. You get the people you need, wherever in the world you need them, backed up by leading practices, methodologies and tools.

Developing people

We attract talented people from diverse backgrounds. Our emphasis on inclusiveness matters more than ever today. As business challenges become more complex, we need to call upon the widest spectrum of views and opinions to address them. Our open culture offers continuous personal and professional development. When our people grow and succeed, it is your company that benefits.

Strengthening communities

We help to improve regulatory regimes and company-reporting models. We promote transparency in financial reporting and use our influence to strengthen global corporate governance. We encourage entrepreneurship, which leads to growth, jobs and prosperous communities. Additionally our people share their business skills and knowledge with others in their communities.

EY in the Slovak Republic

EY Slovak Republic is part of the CSE region, together with 20 other countries. For example, we have offices in the Czech Republic, Hungary, Poland, Slovenia and Croatia. Thanks to the cooperation of Slovak professionals with EY specialists from around the world, we are able to create first-class international teams.

As part of EY’s global team, we are ready to assist our clients, providing first-class services and extensive experience according to their business needs, wherever they may operate – in the Slovak Republic, across Central Europe, or anywhere in the world.

We have helped our clients succeed in every sector of the Slovak economy. We currently provide services to the top Slovak companies.
The EY Assurance practice in the Slovak Republic comprises more than 90 professionals, including statutory auditors and certified chartered accountants. Our commitment to quality and integrity is exemplified by our global audit methodology and comprehensive quality controls, which are applied to every client engagement. Our risk-based audit approach focuses on business drivers, the associated risks and the potential impact on financial statement accounts. We focus on gaining an understanding of critical success factors. These include stakeholder needs, competitive strategy developments, significant processes and internal controls, encompassing IT security issues.

While our primary aim is to provide clients with financial statement attestation to meet regulatory requirements, we place special importance on delivering value-added assurance services. These range from business insights and leading practices to advice on how to streamline processes and improve controls.

Although much of our work naturally focuses on the recent past of our clients' businesses, our advice and assistance is always provided with an eye to the future. Covering growth opportunities, plus strategic, technical and transaction issues, this helps companies move smoothly through their life-cycles, from ambitious start-ups to global competitors.

Audits tailored to the needs of our clients

We work with clients to develop a detailed understanding of their needs and expectations of the audit service. Using this knowledge we tailor our services to meet our clients’ expectations, while focusing on what they value most.

Benefiting from our knowledge and technology

EY has invested heavily in knowledge and communications technology to equip our people to deliver efficient and insightful audits. Our audit professionals are trained to the highest standards and have access to leading audit ‘enablers’, accounting and auditing information.

Applying international professional standards, our assurance practice provides the following services:

- Accounting consultation
- Mutually agreed procedures
- Compilation reports
- Financial statement audit
- Financial statement reviews
- Financial statement reviews (interim) of audit clients
- Internal controls attestation (SOX 404)
- Security attestation

At EY we place the highest importance on the quality and integrity of our audits. We deliver quality assurance services to our clients in an independent, objective and ethical manner. The result – assurance services you can trust.
Fraud Investigation & Dispute Services

Fraud Investigation & Dispute Services is part of our Assurance department, dealing with prevention, detection and investigation of various types of fraud and misconduct. It assesses the financial implications of disputes and helps companies in various industries to find ways to manage fraud risk.

When it comes to investigating sensitive fraud and compliance issues, it is necessary to have a forensic team that understands local nuances, peculiarities and legal requirements. That is why we are proud to have a local team of forensic professionals based in Bratislava with the strong support of over 4,500 dedicated fraud investigation and dispute professionals around the world. Our Slovak team is able to provide you with a wide range of anti-fraud and forensic accounting services.

How we can help you:

Prevent

› Drawing on our global experience and sector insights, we anticipate and detect compliance breaches, procedural failures and lapses in business integrity that can cause financial losses and weaken stakeholder and market confidence.

› We assess your compliance risk framework in light of specific risks to your organization, your vision and your strategy.

› We protect your brand values by using business intelligence to understand, monitor and reduce the risk of impropriety from third-party suppliers and external business partners.

Detect

› We use forensic data analytics techniques to interrogate complex data sets, helping you identify threats to your business and prioritize your risk management actions.

› We use forensic technologies and techniques to respond to cyber attacks, protecting the integrity of evidence or an investigation (including log data analysis, live network traffic analysis and host-based forensic analysis), understanding the content of any stolen data and identifying the effects of the breach.

› We support your development of a clear framework to manage the fraud, corruption and regulatory risks threatening your business, helping you put in place the structures and monitoring mechanisms that will improve your ability to detect potential issues proactively.

Respond

› Working with your legal, compliance and finance professionals, we help to uncover and investigate fraudulent or corrupt practices, alleged or actual, by employees, customers, suppliers or business partners.

› We can manage investigations alongside your legal advisors and other internal stakeholders to reduce disruption to your business, threats to shareholder value and damage to brand reputation.

› Bringing a robust, forensic approach to dispute resolution, we help to maintain your business advantage and protect your commercial position.

› We capture, preserve and process electronic information for review in the context of investigations or disputes.
With experience across multiple industries, and with the global reach that today’s companies need, we have proven methods to help you address the challenges of doing business, helping to resolve conflict and realize value.

Our forensic professionals include trained fraud examiners, forensic accountants, anti-corruption experts and electronic data analysts.

We also provide our clients with other related services, such as:

- **Dispute services**
  Whether you are facing a dispute arising from a merger or acquisition, a bankruptcy valuation, a significant insurance claim or large-scale litigation, we can assist you in analyzing and determining the financial effects, to make informed decisions. Our team can provide you with effective support by reviewing your accounting records, conducting forensic analysis of financial and other data, and gaining business information from available resources to support your legal counsel in dispute representation.

- **Corporate compliance**
  Centered on the principle that corporate compliance should be fully integrated into an organization, we help design and implement compliance, processes, techniques and controls to prevent and detect non-compliance, as well as enhance business performance.

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**Preventing, detecting and responding to financial, regulatory and reputational risks**

- **Prevent**
  Protect your business by helping to reduce the risk of inappropriate, unethical or illegal conduct

- **Respond**
  Take action in response to alleged misconduct, litigation or regulatory compliance matters

- **Detect**
  Reduce the cost and impact of wrongdoing by identifying issues earlier
• **Forensic technology and discovery services**
  We can plan and manage the process of preserving hard drives, tapes and digital evidence, in accordance with legal guidelines. We are also able to help you with analysis of preserved data in order to locate, identify and extract information from the data, relevant to the investigation or conflict. We can also process a significant range and volume of electronic data for an extended period in different analytical tools. Special forensic tests, focusing on fraud risk areas, trends, fraudulent patterns, missing data, exceptions and transaction details are more effective than random sampling of transactions alone.

• **Forensic support in insolvency proceedings**
  We can provide support to insolvent trustees, creditors or related lawyers. These include reviewing relevant accounting entries, such as disposal of company assets a short time before an insolvency proceeding, applying forensic technology to obtain other essential information, or using business intelligence gathering to review business interests or company history.

• **Forensic due diligence**
  Whether during the pre-acquisition or post-acquisition stage, we can provide you with additional information. This can relate to areas of potential non-compliance or unethical business practices used by a target in the past.

Our forensic team has supported the forensic projects of clients in the following sectors:

> Each case of unethical conduct or fraud, whether a white-collar crime, procurement fraud or petty theft, threatens the integrity of your company. Do not underestimate the warning signs. You can protect your company from extensive financial and reputational damage.
Financial Accounting Advisory Services
High-performing teams, delivering exceptional client service, worldwide

- Assessing the impact of the new accounting standards being introduced by the IASB and FASB on finance function and business operations
- Developing tools and options for supporting the change to the new accounting standards
- Assisting with all phases of a global or local policy transformation and the selection of policies
- Transaction accounting analytics
- Regulated sector analytics
- Business analytics and risk insights for the audit committee
- Use of advanced accounting analytics for value-added business insights

- Assessing the nature and accuracy of various internal and external information sources
- Support developing and improving relevant systems (e.g., risk management, internal control and internal audit)
- Strengthening forecasting systems that provide investors access to better information

- Automation of routine internal controls
- Accounting change scenario and impact analysis
- Financial statement analysis
- Multidimensional control portfolio analysis

- Extract, analyze and interpret financial data to assess and quantify performance issues
- Conduct diagnostic, exploratory and predictive analysis to provide richer insights for improved processes
- Use innovative tools and processes to improve the efficiency and effectiveness of internal processes
- Identify root cause of deficiencies and use diagnostic tool to clarify issues
- Accounting compliance remediation and audit support
- Product and customer remediation services

- Breaking down information to regional or branch of activities levels for management
- Supporting integration or disposal activities for consolidation purposes
- Customized training programs
- Resource on demand in accounting, treasury, controlling or other key business areas

- Preparing a consolidation for the first time
- Compliance with new accounting standards
- Leveraging services through (use of) data analytics
- Modernizing corporate governance
- Considering alternative service of financial processes
- Improving or remodeling audit processes
- Financial data migration support
- Reporting content alignment with business model
- Consolidation and accounting compliance analysis

We should improve or change our finance operating model ...

Modernizing corporate governance
Considering alternative service of financial processes
Leveraging services through (use of) data analytics
Preparing a consolidation for the first time
Compliance with new accounting standards
We are accounting, and regulatory change
We are facing accounting, reporting and regulatory change ...

We are about to undertake a transaction or alter our financing structure ...

Supporting GAAP conversions
- Support local GAAP and IFRS conversions
- IPSAS and GAAP conversions for public sector
- IPSAS conversion diagnostic services

Transaction accounting, IPO and capital markets services
- Contract accounting support
- Branch accounting vs. subsidiary structure
- On-call assistance for complex accounting issues
- Sustainability and supply chain advisory
- Outcomes measurement and valuation
- Non-financial reporting advisory and assurance to enhance information available to stakeholders
- Climate change and energy services
- Environment, health and safety services

Non-financial reporting and sustainability services
- Define the form and content of the required financial information
- Prepare auditable carve-out financial statements and deal-based financial statements
- IPO-readiness assessment analyzing the gaps for market eligibility
- IPO project management advisory
- IPO preparation services
- Highly integrated IPO execution services
- Analyze various scenarios for the acquisition structure
- Assess accounting consequences based on progress of negotiations
  - Perform purchase-price allocation
  - Assess exit readiness

Treasury and other services
- Reduce risk through designing a structuring step plan
  - Assess the technical accounting challenges that relate to any step plan are considered and understood
  - Improve the group structure to reduce costs, including administrative costs to prepare, audit and file the financial statements of the group companies
- Cash and liquidity management, including cash forecasting services
- Corporate funding and capital management services
- Valuation and accounting services for financial instruments

Sustainability and supply chain advisory
- Assess exit readiness
- Reduce risk through designing a structuring step plan
- Improve the group structure to reduce costs, including administrative costs to prepare, audit and file the financial statements of the group companies

EY in the Slovak Republic
Our team of tax professionals, with their EY counterparts across Central Europe and in over 140 countries around the world, help clients navigate the complex and changing Slovak and global tax environments, delivering global solutions and tax strategies in line with complex business needs.

In the Slovak Republic, we provide first-class services in the following main areas:

- **People Advisory Services**
- **Direct tax**
- **Indirect tax**

To ensure the most complete understanding of our clients’ businesses, our tax professionals are specialized in a wide range of industrial sectors, such as financial services, technology, communications, industrial products, chemicals, pharmaceuticals, automotive, energy and utilities, hospitality, real estate and construction, plus retail and consumer products.

At EY in the Slovak Republic, we have a team of more than 55 tax professionals, many of whom are certified tax advisers.

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Direct tax

Specialists within EY Slovakia, dedicated to direct taxation, belong to a network of direct tax professionals worldwide. Servicing local as well as international clients, we help to effectively manage tax obligations by uncovering tax risks and opportunities. Our highly networked teams of professionals, who advise on planning, compliance and reporting, maintain effective tax authority relationships. They can develop sustainable tax strategies that will help your business achieve its ambitions, both locally and internationally. Specialists from various areas of direct taxation, such as transfer pricing and transaction tax, provide tailored insights and analyses of business tax situations that will assist you in making the right decisions.

Our Direct tax services include:

- **Compliance and advisory services**
  - Slovak corporate tax compliance, including preparation of tax returns, technical advice, contract reviews, analysis of financing and investment structures

- **Transfer pricing**
  - Development of transfer pricing policies, transfer pricing risk review, preparation of transfer pricing documentation, support with transfer pricing audit, Advance Pricing Agreements etc.

- **Real estate**
  - Financing, acquisition and disposal structuring to optimize taxation

- **Merger, acquisition and divestment planning**
  - Structuring of complex transactions, including analysis of tax implications and performance of tax due diligence procedures, in close cooperation with transaction advisory services specialists

- **On-site tax healthchecks**
  - Reviews aimed at maximizing efficiencies through using tax planning opportunities and minimizing penalty exposures for non-compliance

**Advice on international tax issues**
- Tax advice on the application of tax treaties, foreign operations, structuring of foreign investments, cross-border finance

Our People Advisory Services specialists work with clients to develop effective benefit and compensation schemes that reward and motivate their most valuable asset - their people.

Our professionals in the area of direct taxation seek compliant, efficient and easy-to-implement solutions that optimize corporate tax benefits for our clients.
Our team provides assistance in identifying risk areas and sustainable planning opportunities for indirect taxes throughout the tax life-cycle. We provide our clients with effective processes to help improve their day-to-day reporting for indirect tax, assistance with attribution of input VAT, reducing costs and ensuring indirect taxes are handled correctly.

**Indirect tax**

**VAT and excise taxes**

Indirect taxes such as VAT, affect nearly every transaction that a business undertakes. Excise taxes arise every time the specific goods subject to excise taxation, are produced, imported or transported from within the EU. In the new economy, global operations are the rule rather than the exception. These trends highlight the increasingly central role of VAT planning in any successful tax management strategy, with particular relevance to more frequent recent Slovak tax authority VAT audits.

Our team of specialists can advise you how to:

- Manage and reduce your indirect taxes
- Implement VAT and excise tax strategies to meet your organization’s goals and business needs
- Utilize all of the planning opportunities available in the Slovak Republic

Our VAT and excise tax services include:

- Slovak VAT and excise tax planning and advisory services – on-call advice regarding Slovak VAT and excise legislation, including assistance with compliance requirements and advice on maximizing recovery of input VAT, where there are tax exempt activities
- Slovak VAT compliance services – assistance with registration, Intrastat, VAT returns, VAT ledgers summarizing transactions with impact on the company’s VAT position and other related reports for foreign entities doing business in the Slovak Republic
- Cross-border VAT advisory – advice on VAT implications of cross-border transactions performed by Slovak business entities and assistance with foreign registration, Intrastat and VAT compliance for Slovak entities doing business abroad
- VAT health checks - and opportunity reviews – comprehensive audit of VAT compliance and procedures, identification of risks and opportunities aimed at improving efficiencies and minimizing penalties
- Indirect tax software setup and review – verification or setup of VAT functions in enterprise IT systems (e.g., during SAP/Oracle/Navision implementation), software reviews as required, analysis of system functions and processes in VAT/excise tax areas
We provide the full scope of professional legal services, but unlike traditional law firms, our business and legal advice are much more closely aligned. Our lawyers work in an integrated manner with professionals from Tax and other service lines to deliver the informed, professional services your business needs.

Practice areas:

Corporate and commercial law
- Establishment of business presence
- Corporate restructuring, changes to share capital, shareholders’ agreements
- Drafting of corporate maintenance documents, by-laws, assistance in keeping minutes of the meetings of the statutory body, shareholders or supervisory board
- Corporate and commercial agreements
- Assistance in voluntary liquidation, bankruptcy and insolvency procedures

M&A and private equity transactions
- Full-scope M&A legal support in domestic and cross-border mergers, demergers, including due diligence, preparation of transaction documents and assistance in the negotiation and closing of transactions

“One-stop-shop” M&A advisory services covering the full spectrum of transactions by leveraging EY’s financial, business and tax advisory excellence
- Private Equity transactional capabilities

Banking and finance law
- Financial regulatory matters, including establishment and licensing of regulated entities such as financial institutions, investment funds and fund managers
- Bilateral and syndicated financing arrangements – advising both lenders and borrowers
- Financial restructuring issues

Labor law
- Employment law advice – preparation and negotiation of employment contracts, advice on employment termination and severance matters
- Advice on cross-border posting of workers
- Benefits and compensation issues – employee benefits and incentive plans

Litigation
- Representing clients in court and administrative proceedings (with a focus on tax litigation)

Real estate law
- Acquisitions, leases and disposals of real estate
- Legal support in green field investments and real estate development projects

Intellectual property
- Legal assistance with patent protection and IP rights

Digital law
- Assistance in the field of information technology, personal data protection and cybersecurity
- Preparation of gap analyses and relevant documentation concerning personal data processing and identification of personal data life-cycle
- Assistance in the field of e-commerce – e.g., preparation of general terms and conditions, terms of use and privacy notices
- Drafting and review of software agreements, performance of intellectual property-related due diligence

Family business
- Comprehensive legal advice to family businesses
- Design and implementation of solutions to safeguard company operations and value, even in crisis situations
- Design and implementation of solutions for company succession, minimizing disputes and providing fair settlement for the successors
- Assistance in leaving a company, transferring family assets, transferring a business or a part of it
Advisory Services

Performance improvement

Support of front-office (focus on sales, marketing and operations)
- Efficiency of sales services, sales management and process improvement
- Efficiency of customer processes
- Segmentation of sales and marketing activities
- Efficiency of marketing activities
- Return on investment in marketing
- Customer data analysis, surveys and trends
- Market analysis, competition and identification of indent
- Go-to-market strategy

Support for back-office (finance and operations)
- Optimization of OPEX and CAPEX
- Reallocation and optimization of resources
- Optimizing financial and operational processes
- Design and process efficiency evaluation
- Business, operational and financial strategy

- Services for Shared Service Centers (SSC)
- Robotic Process Automation (RPA)

Support for Human Resources
- Organization efficiency and design of organizational structure
- Managing organizational and employee performance indicators

Supply chain
- Efficiency of supply chain
- Supply chain transformation
- Quick evaluation of supply chain process

Increasing the success of projects and programs
- Feasibility studies
- Cost-benefit analyses
- Support in setting up a Project Office or improving project and program management methodology
- Management and successful implementation of organizational changes
- Evaluation of project management
- Review of the project viability
- Review after project completion

Risk management

Corporate governance and risk management
- Corporate risk management
- Transformation of risk management
- Developing a risk management strategy
- Assessment, design, implementation and evaluation of the risk management system

Internal audit
- Internal Audit 2.0
- Co-sourcing or complete outsourcing of internal audit
- Quality assessment of internal audit
- Training of internal auditors
- Support for specific internal audits
- Data analysis

Internal controls
- Risk assessment and risk management
- Implementation and evaluation of internal controls system
- Assessment, design and implementation of internal controls
- Assessment of compliance with SOX and similar acts
- Contract risk management
- Implementation and evaluation of segregation of duties
- Continuous process monitoring

If companies want to succeed in the current business environment, they must improve in three key areas:
- Achieving increased market share through improved customer satisfaction and innovation
- Achieving customer satisfaction more profitably than their competition through business process innovation, business models innovation and reduction of the associated risks
- Attracting and retaining the best people to support this change

We strive to provide our clients with sustainable results in all three categories.

Our business consultants have expertise in these areas thanks to their experience gained in working with the best companies and organizations in their field. Our teams are a combination of interdisciplinary competencies in various sectors. In addition, we use EY’s global reach to utilize the full range of capabilities and experience.
Financial Services Advisory

Model and process development and validation
- Models for measuring risk (PD, LGD, EAD)
- Stress testing
- Development of approval strategies
- Internal audit support
- Operational risk framework

Loan loss provisioning (under IFRS9)
- Support in methodology development
- IFRS 9 impairment validation
- Calculation of loan loss provisions including EY solution implementation and ongoing support

Innovations and analytics
- Online new-to-bank acquisition and scoring
- Association and sequential analysis
- Alternative scoring methods (social networks analysis, psychometric scoring)
- PSD2

Regulatory challenges
- AQR · DIV, Sampling, Credit file review, Challenger model tools
- AnaCredit · requirements design, business process, IT conception and implementation
- GDPR · DPO co-sourcing, personal register implementation

Public Sector Advisory

Governmental audits
- Examination of compliance of management and control systems with legislative requirements (compliance audit)
- Verification of the effectiveness of management and control system for the individual operational programs (system audit, closure audit)
- Verification of eligibility of expenditures on sample of operations (audit of operation)
- Audit of accounts (financial audit)
- Validation of the corrective measures implemented by managing authority (follow-up audit)

Compliance assessments
- Performance of different types of audits and controls, e.g., first-level controls prior to the execution of a financial operation, ex-post-financial controls, on-the-spot checks, public procurement controls
- Verification of project and program implementation, assessing the use of funds during their implementation, monitoring the progress of project and program implementation
- Assessment of compliance with rules defined by legislation, internal guidelines of organizations or mandates between managing authority and intermediate body

Evaluations
- Evaluation of operational programs in the field of thematic evaluation, impact assessment or progress assessment (e.g., fulfilment of EU legislative requirements, achievement of planned outcomes and outputs, support for the development of regions through outputs of the program, impact on living standards and development of entrepreneurial activities, etc.)
- Evaluation of communication and information activities
- Development of evaluation methodologies, evaluation models and defining evaluation questions, etc.

Advisory services on preparation, management and evaluation of projects / programs within the implementation of the European Structural and Investment Funds
- Preparation of methodological documents necessary for the implementation of operational programs (internal regulations, internal guidelines, internal manuals of procedures, etc.) at the level of managing authorities or guidance for beneficiaries on project implementation
- Preparation of strategic documents, e.g. in the field of communication
- Proposal for revision of the operational program including proposal for reallocation of funds
- Analysis of AS-IS state, definition of recommendations and design of future TO-BE state in the field of organizational processes, administrative capacities, etc.
Advisory Services

IT Performance Improvement

We offer our customers a unique opportunity to achieve synergistic effects by providing IT consultancy services focused on increasing their companies’ performance.

**IT transformation**
- IT strategy, IT architecture and new models of IT operations
- Evaluation and optimization of IT services and IT operations and performance
- Assessment of applications portfolio and IT infrastructure
- IT transformation in order to achieve operating cost efficiency
- Data structure evaluation and optimization

**Managing IT projects and programs**
- Support in program management throughout the lifecycle
- Support in system implementation, including project management
- Support in relationship management with suppliers
- Support in all phases from preparation and design of architecture to acceptance testing

**Deployment and efficient use of technologies**
- Advice on selection and implementation of specific industry solutions
- Implementation of SAP S/4 HANA, SAP ECC
- Roll-out of existing solutions
- Project support and development of existing implementations
- Application development according to customer requirements
- Monitoring and performance analysis of existing systems
- Security and authorization concepts
- Services in SAP GRC, BI, Fiori, cloud and other SAP solutions
- Integration of systems
- Project and quality management of ERP implementation
Information and Cyber Security Advisory Services

Information security
- Information security management system consulting
- Creation of information security related documentation
- Mapping and optimization of processes relating to information security
- Implementation of data classification
- Business continuity management
- Enterprise architecture modeling
- Realization of security audits
- Service Organization Control Reports (SOCR)
- Preparation for certification ISO27001

Cyber security
- General cyber security advisory
- Cyber security analytics (SIEM, SOC)
- Access rights settings examination
- Configuration reviews
- Application and infrastructure penetration tests conducting
- Critical infrastructure consultations
- Cyber security architectural design and solutions
- Application and network security

Risk management in IT
- Implementing the IT risk management process
- Use of IT technology to manage IT risks
- Risk management of IT projects and programs
- Identification of vulnerabilities and risks in information systems

IT controls
- Risks and controls in applications
- Risks and Authorization Checks
- Security of information authorizations
- IT Infrastructure Risks and Controls
- Data Privacy
- Data migration
- Data analysis

IT assurance services
- IT internal audit
- Evaluating IT Internal Controls
- SSC Checks (SOCR)
- Continuous monitoring of processes

Education
- Information and cyber security training (including preparation of training materials)
- Information and cyber security awareness program creation

Privacy
- GDPR gap assessment
- Inventory of personal data
- Privacy impact assessment (PIA)
- Personal data protection system

Public key infrastructure
- Public key infrastructure analyzing
- Pointed eIDAS regulation related advisory
- Creation of PKI related documentation

We provide our clients with support throughout the whole information system lifecycle. Our experts will be happy to assist you in:
- Setting company IT strategies and designing “To Be” processes
- Decision making in new IS implementation
- Selection of a new IS and its supplier
- Creating an implementation plan
- Change management
- Day-to-day IS operation
- Post-Implementation reviews
- Development of IS
In Transaction Advisory Services (TAS), we respond to the needs and specifics of our clients at every stage of their businesses’ life-cycle, offering support to strategic decisions and transactions which shape their companies. We can also assist their daily operations, including management of working capital and cash flow.

EY TAS in Slovakia can also channel the resources of more than 13,000 of our professionals worldwide, utilizing their experience with transactions in various markets and industries.

Key areas of our services:
- Capital and Debt Advisory
- Mergers and Acquisitions
- Transaction Support
- Distressed Corporate Advisory
- Operational Transaction Services
- Transaction Tax Advisory (in cooperation with our Tax team)
- Valuation and Business Modelling

Our clients most often experience difficulties related to capital. We are well aware that a detailed, robust capital agenda is an important requirement for successful strategic decisions. For this reason we provide our clients and their management with complex, all-round advisory services, which can be used to effectively deal with challenges and difficulties.

**Raising capital**

**Raising equity and debt**
- Analysis of financing options
- Debt capacity assessment
- Analysis of optimal debt and equity structures
- Support in negotiations with lenders
- Support in fundraising
- Shadow credit ratings and credit rating advisory
- Advisory in connection with public debt and equity issuance
- Support in accessing the private debt and equity markets

**Divesting strategic and non-core assets**
- Divestment advisory services
  I) strategic advice including indicative valuation of the asset under consideration
  II) transaction tax advisory
- Exit readiness assessment
- Carve out planning and operational separation
- Sell-side reports - vendor due diligence, vendor assistance

**Project finance**
- Public Private Partnership design and implementation
- Design, feasibility studies, stress-testing and reviews of financial plans
Investing capital

Planning and structuring transactions
- M&A Advisory services
- Project management (management and leadership of acquisition process)
- Company valuation and financial modelling, model review, model support and model-build for transaction purposes
- Pre-acquisition due diligence to identify and mitigate risks
- Synergy identification
- Transaction accounting advice
- Share Purchase Agreement support
- Post-acquisition integration services, including Day 1 readiness and 100 day planning, support in delivery of synergies and effective integration

Asset and business valuations
- Business valuations
- Accounting valuation and purchase price allocation including impairment testing
- Financial risk advisory services - Profit/Value at Risk, financial derivatives modelling and pricing, design and review of optimal hedging strategies, hedging effectiveness tests
- Credit risk advisory, pricing of credit guarantees
- Real estate valuations

Optimizing capital

Optimizing asset portfolios
- Valuations for group reorganizations, related party transactions, guarantees provided
- Financial modelling for decision-making
- Capital equipment valuations
- Real estate appraisals
- Company valuation and financial modelling
- Mandatory and voluntary public offers

Optimizing capital structure
- Optimizing tax and corporate structure
- Optimizing funding structures

Optimizing working capital and cash management
- Working capital analysis
- Cash management advisory

Support in delivery of synergies and effective integration
- Support in integration process
- Assessment of Day 1 readiness and 100 day planning
- Evaluation of actual synergies achieved

Preserving capital

Stressed and distressed situations
- Independent business reviews requested by the client as well as by lenders
- Support in short term cash management, short term cash flow build and review
- Refinancing and restructuring of debt, equity and other obligations
- Support in negotiations with lenders
- Distressed corporate advisory, design and implementation of restructuring plans
- Accelerated disposal of assets and subsidiaries
- Working capital management
- Distressed customer and supplier analyses
- Distressed assets/insolvency valuations and modelling advisory
- Operational and Markets analyses and advisory in stressed and turnaround situations

Dispute resolution
- Litigation support
- Arbitrary and court proceedings
- Expert valuations
- Stakeholder dispute resolutions
EY's purpose — and its slogan — is building a better working world; emphasizing the fundamental goal of EY's entire organization and its people. Making a better working environment is in all our interests; companies report better financial results, employment rates rise, consumers spend without fear and the business sector increases its support of the non-profit sector. This forms the core of who we are and what we do daily.

We advocate the transparency of financial reporting. We strive to contribute to the continuous improvement of accounting, tax and other legislation. We use our influence to strengthen the role of global corporate governance and to increase the efficiency of capital markets.

EY Slovak Republic is well aware of its role as a consultancy firm and auditor of publicly-traded companies and other public interest entities.

We believe that taking the knowledge and experience we use in our business every day and applying it where we can make the largest positive impact on the livelihoods of people in our communities, builds a better working world. For us, that means two things above all:

• **Driving inclusive growth**
  Growth that benefits the few at the expense of the many isn't inclusive. That's why we're using our knowledge and experience to help design approaches that put business at the heart of tackling society's toughest issues. Every day, our people help clients to grow sustainably. Using that same know-how to help build the capacity and capabilities of high-impact social innovators and job creators, creates a ripple effect with the potential to change literally millions of lives.

• **Supporting the next generation**
  As an organization that hires tens of thousands of young people every year, we have great insight into what it takes to succeed in today's working world. When we apply this insight to education, we help enhance young people's prospects of finding productive employment.
EY corporate responsibility (CR) activities:

- **Community Day** - EY employees mobilize every year and help in non-profit organizations focusing on the environment, families, students, handicapped people, animals or culture. We have delivered 6,156 hours of volunteer work in 34 non-profit organizations. This year we are organizing our 10th Community Day.
- **EY Entrepreneur Of The Year** - a competition with an 11-year tradition in Slovakia. For more information visit www.podnikatelroka.sk
- **Blood donation** - EY organizes blood donation days on a regular basis directly in its premises. We have already donated 10,615 liters of blood!
- **Collection of clothes and useful items** - every year in December we collect clothes, household supplies and other useful items for those in need. We have helped in 22 non-profit organizations and we plan to continue in this tradition.
- **Donation of old PCs** - when we replace old laptops used in our work, we donate them to those for whom they can be of some use. This already amounts to more than 160 laptops.
- **Christmas and Easter Markets** - by purchasing hand-made products and decorations we support people from non-profit organizations during two mini-markets. The entire sales yield goes to benefit non-profit organizations.
- **Donation of 2% of taxes** - each year, our CR Committee picks three non-profit organizations to which we donate 2% of taxes.
- **Pro bono services** - each year EY provides its pro bono services to various non-profit organizations.
- **Protection of the environment** - we use tanks with filtered water in our premises. Our printers are pre-set for both-sides, black/white printing and we also use recycled paper. We separate plastic waste and paper.
- **Collections for a specific purpose** - if a non-profit organization contacts us with a request for help with a collection, we organize it in our company.
Winners – holders of the EY title Entrepreneur of the Year™ of the Slovak Republic:

Jozef Klein (2016)
Asseco Central Europe, a. s.

Patrick Hessel (2015)
c2i s.r.o.

Alexander Varga, Eva Stejskalová (2014)
MicroStep, spol. s r. o.

Vladimír Šrámek (2013)
DECODOM, spol. s r. o.

Vladimír Levársky (2012)
OMS spol. s r. o.

Ľuboš Fellner (2011)
BUBO travel agency, s.r.o.

Tomáš Bel (2010)
EXIsport s.r.o.

Michal Štencl (2009)
Sygic a. s.

Peter Zálešák (2008)
NAY a.s.

Miroslav Trnovský (2007)
SkyBau, s.r.o.

Miroslav Trnka (2006)
ESET, spol. s r. o.
EY NextGen Academy

When family businesses want to enjoy success over generations, they need an entrepreneurial spirit, based on groundbreaking thinking and values enabling growth. It is crucial to create opportunities for innovation to create financial and social value.

EY NextGen Academy Program is unique because it combines the expertise of many top international business schools with practical experience and advice from EY. Participants benefit personally from the experience of exceptional business personalities and their peers from around the world. Activities are prepared for the younger participants allowing them to follow their own interests, as well as present their own future needs.

<table>
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<tr>
<th>First Program – push your limits!</th>
<th>Advanced Program – seize the opportunity!</th>
<th>Excellence Program – make a difference!</th>
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<td><strong>Orientation:</strong> aimed at young people, aged 16 to 20, in family businesses, the program helps the next generation of entrepreneurs discover their business potential and see where the challenges lie ahead.</td>
<td><strong>Personality:</strong> this program sees the leaders of tomorrow build on their entrepreneurial talents. It is aimed at 21 to 25 year olds in family businesses.</td>
<td><strong>Visionary leadership:</strong> aimed at family business professionals aged 26 to 30+ years, this program encourages young global leaders to act as agents of change and learn how to maximize innovation and turn it into business success.</td>
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You can find more information at: [www.ey-nextgen.com](http://www.ey-nextgen.com)
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