How do we build a better working world?

EY in the Czech Republic

The better the question. The better the answer. The better the world works.
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Thank you for taking the time to get acquainted with EY in the Czech Republic, and all we have to offer.

We believe that every audit, every tax return, every advisory opportunity, every interaction with a client or colleague should make the working world better than it was before.

Globally we are in the age of disruption and innovation. Most organizations are being transformed through the latest technologies and advances, and that’s where we step in. We want your business to be ahead of the learning curve. To achieve your potential you need the right people with the right answers to the right questions; the better the question, the better the answer.

Throughout this brochure we will briefly touch upon the core of who we are and the services we can provide to you. As we are a uniquely global company, with many competencies cross-borders and services lines, it is simply impossible to list all we can do for you. Please reach out to the main contacts for each service so they can explain how we can help you with any aspects of your business.

EY in the Czech Republic is here for every step of your business. We hope this will help you better understand the advantages of working with us.

All the best,

Magdalena Soucek
Country Managing Partner,
EY Czech Republic

“EY in the Czech Republic is here for every step of your business.”
About EY

Worldwide, our 212,000 people are united by our shared values and an unwavering commitment to quality. We believe that every person, company and community needs help to achieve their potential; we strive to use our talents to make a difference.

EY around the world

EY is a global leader in our four Service Lines: Advisory, Assurance, Transaction Advisory Services, Tax and Legal.

At EY we are committed to building a better working world and thus we ask Better Questions in all the work that we do: the better the question, the better the answer. We thrive to challenge, inspire and unlock new solutions that help us deliver better services and help our clients operate more efficiently, foster growth and exude confidence.

Working with our clients

Our 212,000 people are the foundation of our and your success. We assemble the right multi-disciplinary team for your business, drawing from our global network of professionals. You get the people you need, wherever in the world you need them, all chosen to exceed your goals.

Diversity and inclusiveness

At EY, we believe that only the highest-performing teams, which maximize the power of different opinions, perspectives and cultural references, will succeed in the global marketplace.

It is our goal to ensure that all our teams include a wide spectrum of views that are able to better serve you and your business. Here at EY we embrace each other’s differences and opinions to develop our services to you.

Strengthening communities

Creating a better working world is at the core of what we do – and that includes bettering the communities we work in. Our Better Begins with You global EY competition highlights how each day we strive to make a difference to each person, client and community with which we interact.
Through the co-operation of Czech professionals and EY specialists from EMEIA and around the world, we are able to create international teams providing a world class customer experience.

1991
In 1991 EY opened their doors in the Czech Republic

1,100+
people operating from our offices in Prague, Brno and Ostrava

2,000+
clients in the Czech Republic and internationally

EY in the Czech Republic
EY was one of the first professional services firms to enter the Central and Eastern Europe market. In 1991 EY opened their doors in the Czech Republic, and currently the practice comprises more than 1,100 people operating from our offices in Prague, Brno and Ostrava.

We have almost 2,000 clients in the Czech Republic and internationally. EY in the Czech Republic provides services to 20 of the top 30 Czech companies and also works with all 5 of the largest banks in the Czech Republic.

From 2008, 87 country practices, including the Czech Republic, in Europe, the Middle East, India and Africa integrated into the EMEIA area.

More specifically, we were categorized into the Central Southeast Region which is part of the EMEIA area. Through the co-operation of Czech professionals and EY specialists from EMEIA and around the world, we are able to create international teams providing a world class customer experience. As part of EY’s global team, we are ready to assist our clients, wherever they may operate – in the Czech Republic, across Central Europe, or anywhere in the world.
Do uncertain times need certainty of purpose?

Responsive leaders understand the strength of purpose helps navigate through disruptive times. Join the conversation.

ey.com/betterworkingworld #BetterQuestions

The better the question. The better the answer. The better the world works.
EY and Social Responsibility

EY’s business strategy is based on our commitment to our people, clients and society. As an adviser and auditor of public companies and other public interest entities in the Czech Republic, EY is well aware of its role in the eyes of the public when it comes to promoting confidence in business and the economy.

Thanks to our global reach and relationships with clients, government agencies and other entities, we are ideally positioned to help effect positive change, by applying our specialized knowledge and experience, our human capital and our material resources. We all benefit from a better-functioning business environment - companies report better financial results, the employment rate rises, consumers are unafraid to spend and the business community offers more support to the non-profit sector.

Giving our time and skills

To help improve the non-profit sector, we support a number of activities to help entrepreneurial development, increase education and to provide environmentally-friendly approaches to our clients and community. In addition, we supply our services free-of-charge to selected charitable organizations. We support non-profit organizations in line with our CSR strategy as well as institutions that address the most pressing needs of our society.

In 2016, we provided help to 25 non-profits organizations to celebrate the 25th anniversary of EY in the Czech Republic through the “EY 25 for 25” project. In addition to financial and material support through collections and fundraising activities, we also offered voluntary assistance and pro bono services.

Protecting our environment

We strive to enhance the quality of life of our people and future generations by sustaining a healthy environment; we try to minimize our impact on the environment by identifying sound, eco-friendly business practices and taking a broad-based approach to energy and resource conservation. In 2017, we were named Bike-friendly Employer of the Year for Prague and the Czech Republic in a Bike to Work competition for having the most employees choosing to cycle to and from our offices.

EY 25 for 25

Organizations benefiting included Člověk v tísni, Dobrý anděl, Sue Ryder, Zajíček na koni, Českomoravská jednota neslyšících amongst others.
EY Entrepreneur Of The Year Czech Republic

Established by EY in the United States in 1986, EY’s World Entrepreneur Of The Year® (WEOY) is the most prestigious international competition for entrepreneurs. Paying tribute to exceptional entrepreneurs, its objective is to introduce the public to outstanding examples of leaders in the field of business who can serve as models for young emerging entrepreneurs.

The local aspect of the competition has been held in the Czech Republic since 2000. Through EY Czech Republic Entrepreneur Of The Year we seek nominations for business people who meet our high-standards as role models. Winners are chosen by an independent judging panel made up primarily of past competition winners. The holder of the EY Entrepreneur Of The Year Czech Republic title represents our country at the world finals in Monte Carlo.

WEOY is held annually in Monte Carlo, where all local winners compete for the title of EY’s World Entrepreneur Of The Year. Currently 60 countries participate in this event to celebrate their achievements and to network with people from across the globe.

2000
The competition has been held in the Czech Republic since 2000. In that year, the judging panel only chose a winner in the main category, EY Entrepreneur Of The Year Czech Republic.

2004
In 2004, a technology judging panel was established to award the EY Technology Entrepreneur Of The Year title.

2005
In 2005, the judging panel began naming regional winners and the EY Emerging Entrepreneur Of The Year category was added.

For nomination and application forms and other information about the competition, go to podnikateiroku.cz
The title EY Social Entrepreneur Of The Year was awarded for the first time in recognition of entrepreneurs who apply business principles to address social issues.

2006

Since 2011 the prize for Best Entrepreneurial Story has been announced by the main co-organizer of the competition, the MAFRA media group.

2011

In 2016, Czech Television awarded its first Czech Television Prize for Entrepreneurial Contributions to Art and Culture. This award goes to entrepreneurs that provide financial or material support for projects that are part of the Czech cultural scene and where culture is promoted for purposes other than to generate profit.

2016

EY Entrepreneur Of The Year Czech Republic Club

The EY Entrepreneur Of The Year Czech Republic Club is a longstanding platform for discussion among leading Czech entrepreneurs. EY Entrepreneur Of The Year Czech Republic participants have an opportunity to meet several times a year, to network, exchange valuable experiences and discuss the topics directly impacting our business environment - from the lifestyle and social responsibility of the entrepreneur, to the tax burden on their business, asset optimization, innovation or the question of successorship in family firms. Past Club meeting invitees have included Professor Jan Pirk, M.D. (IKEM), Petr Sýkora (DOBRÝ ANDĚL), Dalibor Dédek (JABLOTRON), Zbyněk Frolik (LINET), Eduard Kučera (AVAST Software), Jannis Samaras (Kofola) and many others.

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At EY in the Czech Republic we offer a plethora of services all tailored to meet your needs. Please reach out to the respective contacts with any inquiries you may have.
Is the most valuable perspective the one you don’t have?

Navigate the transformative age with the better-connected consultants.

ey.com/consulting
#BetterQuestions  #BetterConnections

The better the question. The better the answer. The better the world works.
Advisory Services

Business Issues
We solve large, complex issues and capitalize on opportunities to help deliver better working outcomes that grow, optimize and protect businesses, now and in the future.

Cybersecurity
As many organizations have learned, sometimes the hard way, cyber-attacks are no longer a matter of if, but when.
- Security assessments and penetration testing
- Security analytics
- Incident management and response
- IoT and ICS / SCADA security
- Data protection and privacy
- Identity and access management
- Information security management system and business continuity management system implementation
- Trainings and training material development

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Data Analytics
So much data is available to organizations today, yet so few really know how to get the most value out of it.
- Data-driven strategy - decision support analytics, scenario analysis
- Finance, risk management and reporting - developing dashboards and reports, business intelligence, product, channel reporting, profitability and performance reporting, Risk analysis and indicators
- Customer, Sales and Marketing - pricing, promotion and marketing strategy, customer acquisition and retention, sales forecasting
- Supply chain - network design, cost to serve scenario modeling, network route planning, inventory optimization
- Human Resources - capacity modeling, workforce performance analytics, retention improvement, human capital analytics
- Branch network - branch performance, optimization, strategy setting and forecasting

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Cyber attacks
are no longer a matter of if, but when.
Digital

We live in an age of innovation and digital is transforming everything we do. It is changing the possibilities; affecting every individual, organization, business and government.

Industry 4.0:
- Assessment and audit of Industry 4.0 readiness for manufacturing companies - EY assessment model
- Industry 4.0 Strategy including identification of technical solutions and vendors
- IoT and I4.0 Security
- Optimization of selected areas: product lifecycle management, energy consumption, maintenance of machines and equipment, production, warehousing and logistics, parts production through additive manufacturing
- Supply chain management

Robotic Process Automation (RPA):
- Strategy development, proof of concept, implementation, managed services, COE design-build-management and innovation labs
- End to end service setting up robotic solutions, robotic risk controls and performance visualizations through dashboards
- Strategic alliances and next generation incubation (cognitive solutions, BPM or OCR) delivery of RPA solutions

Innovation

Innovation is not optional. It is a must. The acceleration of change and scale of disruption from data, digital technologies, globalization and other forces means organizations have to evolve to survive.

Innovative ecosystem
- Acceleration Program - leveraging cross-industrial expertise
- R&D Products - future focus and partnerships with the relevant start-ups, research institutions and clusters
- Financial instruments for regional investments
- Digital Innovative Platforms - developing local innovation ecosystem
- Design thinking and co-creation workshops

Innovation Management
- Comprehensive Innovation Excellence Review (Innovation audit)
- Innovation strategy, open innovation model
- Process innovation, organization and culture
- Product and services innovation
- Future workforce

IT Advisory
- Program and project management
- Target operating model
- Strategy and governance
- Vendor and software selection
- Enterprise and solution architecture
- Application portfolio review
- Quality assurance

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Industries

We are a team of consultants and industry professionals with wide-ranging experience, a global mindset and a collaborative culture. We work hard to understand our clients’ issues and are driven to ask better questions in the pursuit of making their businesses work better.

Automotive & Mobility
• New concepts development - mobility and connectivity
• Distribution strategy development
• Dealer network digitalization
• Dealer network development and training
• Sales and after-sales process optimization
• Online sales in the automotive sector
• Fleet strategy development
• E-mobility - infrastructure and roll-out
• Legal and regulatory advisory

Consumer Products & Retail
• Trade terms optimization
• Revenue management
• Price, promotion and marketing effectiveness
• Sales coverage model
• B2B sales effectiveness
• Customer experience design
• Performance improvement
• Omnichannel transformation
• Digital transformation
• Internal audit and risk management

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Consumer behavior
is changing. At EY, we are committed to developing innovative solutions that help manufacturers and retailers address top industry challenges and sustain profitable growth.
Financial Services

CEO agenda
• Governance in banks
• Internal audit
• Financial regulatory reform

CFO agenda
• Funds Transfer Pricing (FTP)
• Modeling open-end products
• Profitability and risk based pricing
• IFRS for banks and insurance companies
• Financial statements close process
• Regulatory reporting
• Treasury advisory

CRO agenda
• Credit Risk - Governance and processes, loan application and approval process, Application and behavioral scoring / rating, PD, LGD and CCF models, loan impairment models, Counterparty Credit Risk and Credit Value Adjustment (CVA / DVA / FVA), collections, stress testing, regulatory compliance
• Market Risk - Interest Rate Risk in the Banking Book, Minimum Capital Requirements for Market Risk (FRTB), valuation of financial instruments and derivatives, stress testing, liquidity management, balance sheet forecasting
• Operational Risk
• Risk strategy and appetite, risk organization and governance
• Model validation

CIO / COO agenda
• IT transformation
• Enterprise intelligence
• IT performance improvement
• GDPR
• Data analytics

CMO / CSO agenda
• Strategic advisory
• Operational advisory
• Other areas - Data quality management and governance for business purposes, ‘Big data’ analytics application for business growth, business integration as a part of major IT transformational programs
• Open banking and payment services strategy
• Innovative end-to-end online sales solutions (e.g., online lending, online accounts opening)

Regulatory agenda
• GDPR
• MiFIR / MiFID II / MAD / MAR / PRIIPs
• UCITS / AIFMD / LTIF / Capital Market Union
• Mortgage Credit Directive (MCD)
• Consumer Credit Directive (CCD)
• Insurance Distribution Directive (IDD)
• CRD IV / CRR
• Bank Recovery and Resolution Directive
• FATCA and OECD Common Reporting Standard
• PSD2

Actuarial agenda
• Solvency II implementation, compliance, validation and audits
• IFRS 9 and IFRS 17
• Portfolio assessment (MCEV, NBV, VIF, VOBA, Goodwill)
• Life / non-life modeling (reserving, pricing)
• Asset / Liability management, capital planning and optimization
• Model validations, actuarial audits and reviews
• Product development, market analyses, benchmarking
• Actuarial trainings
• Reinsurance
• Transactions and due diligence support

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150 professionals with experience in various financial institutions currently form our team. We lead and actively participate in advisory projects throughout Central and Eastern Europe and also for US-based global institutions.
Government
& Public Sector

- Public sector services related to EU funds (EU operational and community programs)
- Strategic management in public administration
- Project management in public administration
- Risk management in public administration
- Audits and controls, including public procurement reviews
- Innovations
- Process audits and process management implementation
- Advisory services for regions, cities and municipalities
- IT advisory and cyber security

Power & Utilities

Energy

- Comprehensive "compliance management" (REMIT, EMIR, MAR, MiFID)
- Comprehensive regulatory advisory
- Market design - elaboration of impact analyses of new European legislation (network codes), market models modification
- Renewable and other energy sources
- Infrastructure development services
- Services for Energy Traders
- Legislation and training - drafting legislative proposals for energy, comprehensive training for management and employees of energy companies
- Climate Protection Services
- Support for the set up / change of business models
- Internal audit and risk management
- Energy efficiency services
- Support for M&A
- Project management of integration and international projects "Smart Cities" and "Green Cities" energy agenda
- Prediction, optimization, modeling

Smart Cities

- Analysis using EY Smart City Index
- Creating a Smart City vision
- Identification of projects and relevant stakeholders
- Complex financial engineering
- Implementation plan of specific projects including identification of technological architecture
- Reviewing the economic, social and environmental impact of implemented solutions using the Smart City Index

Water & Waste

- Grant Advisory Services (Processing of applications for grants from the OPE, administration of the implementation of projects from the OPE, administration of tenders)
- Regulatory and Tariff Advisory Services
- Expert studies and analysis
- Environmental Advisory Services
- Strategic Advisory Services - business or ownership strategies, new market segments or new revenue streams
- Streamlining processes - identification of inefficiencies removal and implementation of designed optimized solutions

Smart city

infrastructures boost competitiveness, productivity and innovation; lowering prices and raising incomes.
Can unstructured data reveal structural risks?

ey.com/fids  #BetterQuestions

The better the question. The better the answer. The better the world works.
Assurance

EY Assurance represents auditing, financial and reporting professionals focused on building a better working world for our people, clients and communities. Our service offerings include Audit, Financial Accounting Advisory Services (FAAS) and Fraud Investigation & Dispute Services (FIDS).

Around the world, the journey to success is governed by increasingly complex and broadening regulatory requirements and stakeholder demands. We have the courage and integrity to help our clients meet these demands by providing a timely and constructive challenge to management, a robust and clear perspective to Audit Committees and transparent information for stakeholders and investors.

Audit

A quality EY audit - delivering confidence, transparency and perspective

The EY audit is focused on quality, bound by a service approach that is connected, responsive and insightful.

- **Confidence**
  feel confident in your financial reporting

- **Transparency**
  gain on-demand visibility into your company’s audit

- **Perspective**
  see your business from a different perspective and anticipate and respond to trends, opportunities and risks
Audit strategy and risk based approach

We understand that the importance of risk management cannot be overstated. This is a fundamental part of doing business that must be addressed appropriately for a company to be successful. Risks are an inherent part of doing business and having the appropriate procedures in place to deal with them makes a difference to their impact.

Our audit strategy and plan is based on risk analysis which is adapted to our clients and their activities.

The benefits of our audit approach

High quality and professionalism

- We provide assurance to businesses on their financial statements.
- Our risk-focused approach delivers a high-quality audit, focusing on areas of potential risk in financial statements, reporting processes and procedures - and provides our clients with confidence in their financial reporting.

Relevant business insights

- We share insights identified during the audit to help our clients view their business from a different perspective.
- We provide these using our industry and sector knowledge, combined with our innovative tools and techniques.

Seamless connectivity and collaboration

- Our advanced systems and technology platforms offer seamless integration and promote effective collaboration.

Global Audit tools

Our audit teams have continuous access to the latest accounting and auditing information, and they work through a common global technology platform with common audit-enabling tools.

EY’s audit technologies and knowledge resources include the following:

**EY Atlas**
A single resource for various audit and accounting standards and EY’s interpretive guidance. This tool will accelerate our ability to respond to your technical issues in a timely and reliable way. It allows our professionals to find and share relevant sector and industry insights during the audit process, helping to keep our clients informed with the most relevant and recent information.

**EY CANVAS**
Our audit tool is configurable to the specific characteristics of individual businesses, which means our auditors can quickly customize how they approach each audit. The tool includes features that enhance interaction requests between our clients and their audit team.

**EY Helix**
Use of data analytics gives us the ability to capture, analyze and interpret vast quantities of data and to leverage the analytics to support more sophisticated, high-quality audit procedures.

Advantages of our knowledge and technology

EY’s auditors benefit greatly from cutting-edge technologies which allow them to share global knowledge and use analytical tools from around the world to produce highly effective and customized services. Our audit teams are able to navigate rapidly through large databases, recognize possible anomalies, discover more about clients’ business activities and identify not only the problem itself but also its original cause.

Other services

- Czech statutory advisory
- Audits of financial statements prepared in accordance with IFRS, US GAAP and German GAAP
- Limited reviews
- Specified procedures

Audit strategy

Our audit strategy and plan is based on risk analysis which is adapted to our clients and their activities.
Financial Accounting Advisory Services (FAAS)

EY FAAS professionals combine technical knowledge with business and industry insights. Whether your focus is on managing complex accounting reporting requirements or addressing governance and regulatory reporting issues, having the right advisors on your side can make all the difference.

Transforming Corporate reporting can be critical for finance leaders as they meet the demands being placed on reporting and the widening remit of their role. By building better relationships, driving insight from data and smart technology and developing the right mix of capabilities in their financial functions, leaders can move corporate reporting from a perfect storm to blue skies.

Our aim is to help you make informed strategic decisions. Thus, we can assist you in gaining a competitive advantage through better decision-making. We offer highly integrated service offerings, focused sector experience and international teams.

If you are facing accounting, reporting and regulatory change:
• Support with IFRS conversions
• Support with complex accounting queries (CAS, IFRS and US GAAP)
• Implementation of new accounting standards
• Support with consolidation process
• Training for finance professionals
• Nonfinancial reporting advisory and assurance to enhance information available to stakeholders

If you are about to undertake a transaction or alter your financing structure:
• Reporting carve-out – define the form and content of the required financial information
• IPO preparation services
• Transaction accounting support
• Post-acquisition support with reporting and harmonization of financial procedures

If you wish to improve or change finance operating model:
• Use innovative tools and processes to improve the efficiency and effectiveness of internal processes
• Automation of routing internal controls and processes
• Data analytics and dashboards for financial management needs

How can FAAS assist our clients in bringing changes to your business?
Fraud Investigation & Dispute Services (FIDS)

Our EY Fraud Investigation and Dispute professionals help clients with the prevention, detection and investigation of fraud such as corruption, misappropriation of assets and misstatement fraud, the calculation of damages in cases of dispute, and compliance.

Fraud Investigations
Companies often face an increased risk of fraud and corruption which may threaten not only their financial results, but even their existence. Working closely with clients, we are able to analyze their issues in detail, i.e., determine what happened, the extent of the damage, what is at risk, who is involved, and what opportunities exist for recovery.

Dispute Services
Working with clients or their counsel, we can develop financial analysis, expert opinions and other calculations that will complement a client's litigation strategy.

Anti-Fraud Services
Our approach to fraud prevention involves these main areas: setting company culture and proper communicative, proactive and reactive measures. By suggesting and implementing appropriate measures, we help clients strengthen company culture and employee loyalty, increase fraud risk awareness and minimize the impact of fraudulent behavior on the operations and financial results of the company.

Compliance
Our experts help clients to assess the compliance of their operations with the applicable laws and regulations and to identify potential risks. They help with managing these risks by designing and implementing compliance infrastructure, processes and controls to prevent and detect inappropriate practices.

Forensic Due Diligence
Whether during the pre-acquisition or post-acquisition stage, our professionals can provide clients with additional information in the area of potential non-compliance or unethical business practices used by the target in the past, which will help the investor to assess transactional risks and to make an informed decision.

Forensic Technology and Discovery Services
Our forensic technology experts preserve hard drives, portable memory drives and other sources of digital evidence in order to identify and extract information which could be used as evidence in an investigation or dispute. They also perform forensic data analyses to identify unusual or suspicious transactions in accounting data.

Forensic Support in Insolvency Proceedings
The services we provide to insolvency trustees, creditors or lawyers involved in these proceedings include a review of relevant accounting entries and the related documentation. Applying forensic technology (eDiscovery), we help identify, collect and assess potentially relevant electronic information so as to identify the hidden businesses or other interests of those involved.

Our team of professionals, including fraud examiners, forensic accountants, lawyers and electronic data analysts, have extensive experience of the risk of fraud in numerous industries and are supported by an international network of experts.
Legal Services

Weinhold Legal, with its team of several dozen Czech and foreign lawyers, ranks amongst the largest law firms in the Czech Republic.

The outstanding quality of our practice is our close cooperation with leading tax, accounting and corporate finance specialists.

As a result, we are in a superior position to provide comprehensive solutions to business questions and to manage, implement and close transactions in which legal, tax, accounting and financial advice are closely interrelated.
Areas of practice

We provide high quality advice and information on a broad range of legal matters. Whether it’s completing a single transaction, managing a particular issue, or assisting in the execution of a firm strategy, we can deliver innovative and comprehensive solutions in the following areas:

Weinhold Legal

Corporate / Mergers and Acquisitions
- Acquisitions / Disposals
- Privatizations
- Joint Ventures
- Corporate Reorganization
- Private Equity / Venture Capital
- Corporate Governance
- Corporate Changes

Intellectual Property / Information Technology
- Copyright
- Patents, Trademark and Other Industrial Rights
- Domain Names Protection
- Software and Database Development and Licensing Rights
- Privacy
- Telecommunication, Media

Real Estate / Commercial Property
- Acquisitions / Disposals
- Leasing
- Transaction Structuring
- Real Estate Investment
- Construction and Development
- Real Estate Financing
- Planning and Zoning Land Use

Banking, Insurance and Finance
- Leveraged and Acquisition Finance
- Syndicated Loans
- Financial Services and Markets
- Equity and Debt Issues
- Project Financing
- Debt Restructurings
- Leasing and Asset Backed Finance
- Regulatory Advice
- Insurance Law Issues

Employment
- Employment Law and Workforce
- Strategies
- Remuneration Schemes
- Secondment Arrangements
- Stock Option Plans
- Dismissals and Collective Dismissals
- Collective Bargaining

Insolvency and Reorganization
- Insolvency Proceedings

Litigation and Arbitration
- Litigation
- Arbitration

Competition and Trade
- Antitrust Law
- Merger Clearance
- Public Procurement
- State Aid and Subsidies
- Regulatory
Do you change your people or change the way your people work?

EY global People Advisory Services helps you support your people to transform your business.

ey.com/pas #BetterQuestions

The better the question. The better the answer. The better the world works.
People Advisory Services

Global workforce mobility, employee taxation, HR advisory and personal income tax - our specialists help clients in many different spheres.

Our specialists are part of the EY People Advisory Services global team, with more than 3,000 experts around the world. We will help you with assignments of employees, their tax, immigration, social security and health insurance duties. We will take care of your payroll agenda and prepare personal income tax returns. Our team will help you with your HR strategy, management of employee performance their remuneration and turnover and also during transactions. Allow us to transform complex human capital issues into your competitive advantage.

International mobility
- Posting of employees - structuring of assignments of foreign workers in the CR and Czech employees abroad including their remuneration
- International taxation and social security and health insurance advisory
- Preparation of personal income tax returns with an international element
- Immigration services

Personal income tax
- Personal income tax advisory
- Preparation of personal income tax returns
- Preparation of tax calculations for planning purposes

HR advisory
- Management of employee performance and their remuneration
- Assistance with option and share plans and related advisory services
- HR strategy advisory
- HR processes optimization
- Employee turnover reduction
- HR due diligence
- Post-integration HR support

Employee taxation
- Employee tax advisory
- Tax effective remuneration
- Preparation of tax calculations for planning purposes
- Payroll outsourcing services

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3,000+ specialists are part of the global EY People Advisory Team.
How is tax technology re-defining your tax landscape?

ey.com/taxtech #BetterQuestions

The better the question. The better the answer. The better the world works.
Tax Services

At EY in the Czech Republic we have a tax team of more than 130 professionals, nearly half of whom are certified Czech tax advisors.

Our tax professional team helps clients navigate the complex and dynamic Czech and global tax environments, delivering global services and tax strategies in line with the client’s complex business needs.

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

### Corporate tax
- Financing transactions and securities issues
- Corporate income tax compliance
- Corporate reorganizations, acquisitions and mergers
- Transfer pricing
- Preparation of tax returns

### Indirect tax including VAT and customs planning
- VAT planning and advisory services
- VAT review
- Customs duty / tariff classifications
- Customs planning
- Import / export licenses, quotas and other requirements
- Excise duties advisory services

### International taxation
- Application of tax treaties
- Foreign operations
- Structuring of foreign investments
- International tax procedures
- Cross-border finance
- EU taxation

### Tax assurance and tax risk management
- Tax reviews
- Reviews of tax returns
- Tax risk management services
- Tax due diligences
- Tax controversy

### Investment incentives and cash grants
- Preparation of applications for investment incentives and subsidies including planning
- Conditions fulfilment monitoring and review
- Advisory during the period of claiming the incentives / subsidies and related compliance
- Support during the audits

### Real estate taxation
- Real estate tax advisory
- Acquisitions and disposals
- Transfer taxes and indirect taxes

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 and entertainment, industrial products, energy, chemicals and utilities, health sciences, real estate, hospitality and construction, and retail and consumer products.
What’s the right recipe to accelerate growth?

Find out how EY’s sector knowledge helped companies grow from challengers to leaders

ey.com/acceleratinggrowth #BetterQuestions
Transaction Advisory Services

EY Transaction Advisory Services in the Czech Republic have an extensive global reach, with 13,000 transaction professionals worldwide, and the experience of thousands of transactions across all markets and industry sectors.

Our transaction professionals deliver tailored advice attuned to your needs – helping you drive competitive advantage and increased shareholder returns through improved decision-making, through services that include:

- M&A Lead Advisory Strategy
- Capital & Debt Advisory
- Operational Transaction Services
- Restructuring
- Real Estate Advisory
- Transaction Support
- Transaction Tax
- Valuation & Business Modeling

Capital Agenda

We understand that one of the biggest issues for our clients is capital. A strong capital agenda is at the heart of all strategic decision making. We believe that our Capital Agenda approach increases our relevance to our clients and the C-suite. The Capital Agenda puts your capital needs at the heart of our strategy and focuses on the issues that matter most to you.

Our TAS team works with some of the world’s largest organizations, fastest growing companies and private equity firms on some of the biggest and most complex cross-border deals in the global market. We can help our clients achieve the growth, performance improvement and returns their stakeholders expect.
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# How to raise capital

## Raising equity and debt
- Fundraising (equity and debt): IPO readiness, right issues, PE, private placement and capital markets
- Analysis of financing options
- Shadow credit ratings and credit rating advisory
- Debt capacity assessment
- Analysis of optimal debt and equity structures
- 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 and funding

## Divesting strategic and non-core assets
- Divestment advisory services – strategic advice, structuring, disposal planning, sale process management, negotiation support
- Exit readiness assessments
- 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

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**We ask the right questions to help our clients find the right answers**

Whether it’s capital raising to meet strategic priorities, investing for growth, preserving capital to improve the performance of assets or optimizing portfolio performance, capital strategy to execution and beyond.

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**Innovate, accelerate, disrupt through deal and capital strategy**

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What legacy will you create?

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The better the question. The better the answer. The better the world works.
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