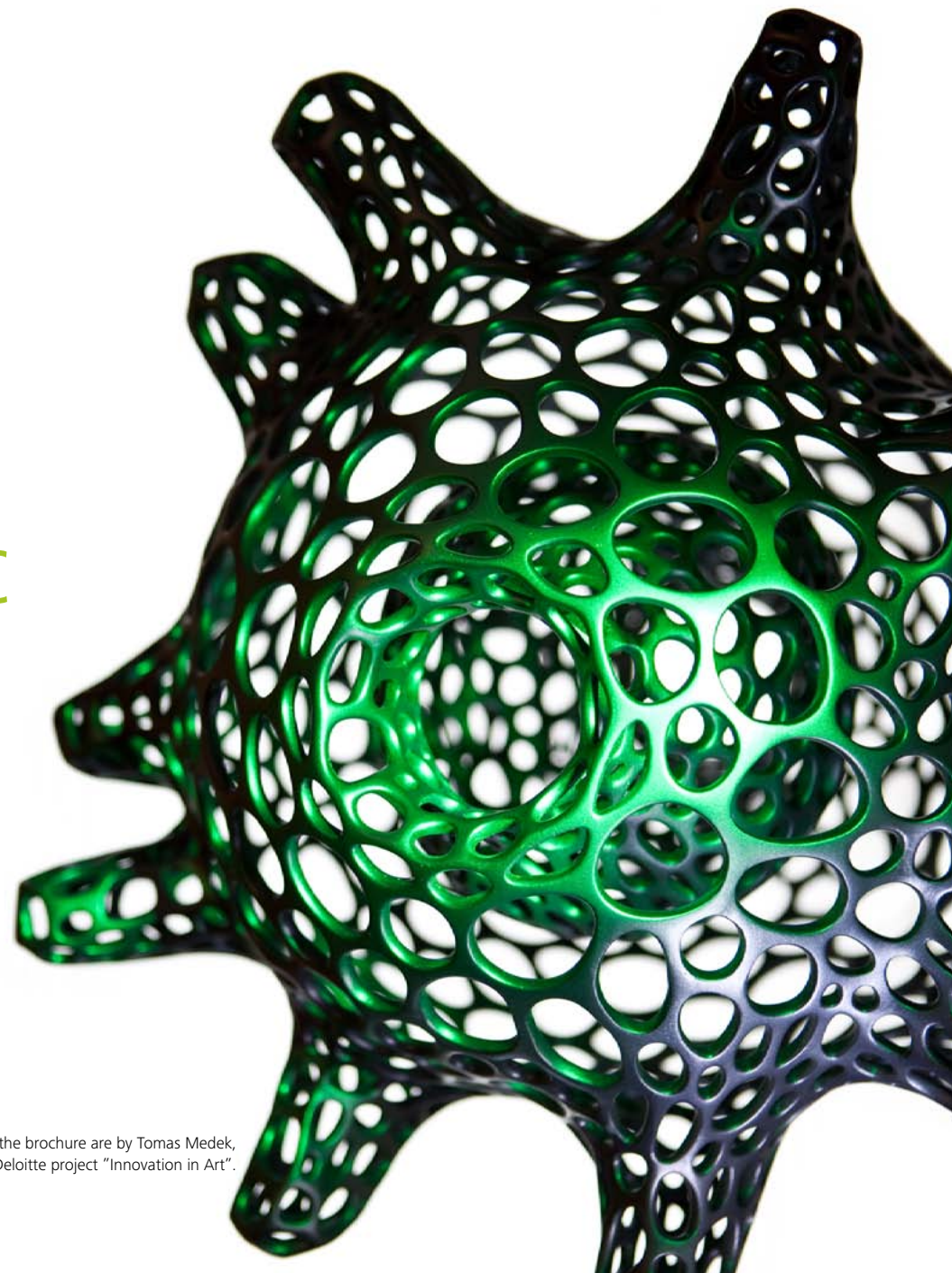


# Success is in the Details

## Deloitte Czech Republic

**Deloitte.**

The photographs of the sculptures in the brochure are by Tomas Medek,  
a participant in the Deloitte project "Innovation in Art".



# Deloitte – A Quality Brand

**“Deloitte” is the brand that represents Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its member firms and associates focusing on providing excellent professional advisory services in the following five areas:**

- **Audit & Enterprise Risk Services**
- **Tax**
- **Legal Services**
- **Advisory**
- **Financial Advisory**

Globally, Deloitte provides comprehensive services to large international companies as well as many medium-sized and small enterprises or public sector institutions. Almost 200,000 employees in more than 150 countries all over the world use and share extensive knowledge and experience allowing them to apply a unified approach to delivering the highest quality of services.

## **Deloitte Central Europe**

Deloitte Central Europe is a regional organisation of entities under the umbrella of Deloitte Central Europe Holdings Limited, which is a member of Deloitte Touche Tohmatsu Limited. The Central European firm operates in 17 countries in which its individual national offices are located.

When solving client needs, the firm uses an extensive office network and the knowledge of more than 4,700 specialists working in a total of 37 offices.

# Deloitte Czech Republic

Deloitte Czech Republic provides advisory services in strategic business management, audit, tax, legal and financial advisory to a wide range of large companies, public institutions and fast-developing firms.

The combination of local market knowledge with deep international experience allows us to provide our clients with a comprehensive and, at the same time, individual approach to solve their needs and requirements. Deloitte provides its prime services wherever its clients need them and uses its offices in Prague, Brno and Ostrava in its activities.

Deloitte Czech Republic employs approximately 800 nationals and expatriates who are led by 33 Partners. The responsibility for managing Deloitte Czech Republic rests with the Office Managing Partner.

Our offices are located at the following addresses:

## Prague Head Office

Nile House  
Karolinská 654/2, 186 00 Praha 8 – Karlín  
Tel: +420 246 042 500, Fax: +420 246 042 555

## Brno Office

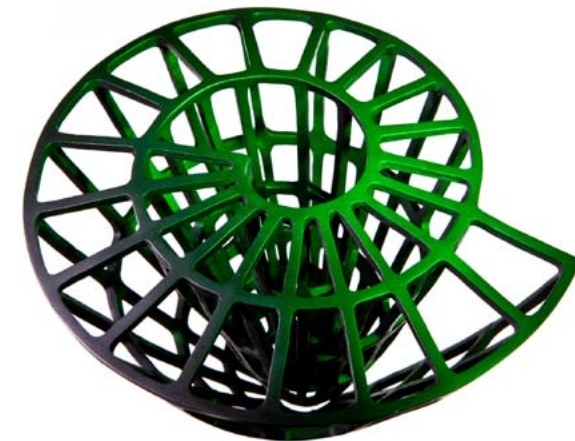
Spielberk Office Centre  
Holandská 1, 639 00 Brno  
Tel: +420 246 043 500, Fax: +420 246 043 555

## Ostrava Office

Stodolní 1, 702 00 Ostrava  
Tel: +420 246 043 100, Fax: +420 246 043 101

## Plzeň

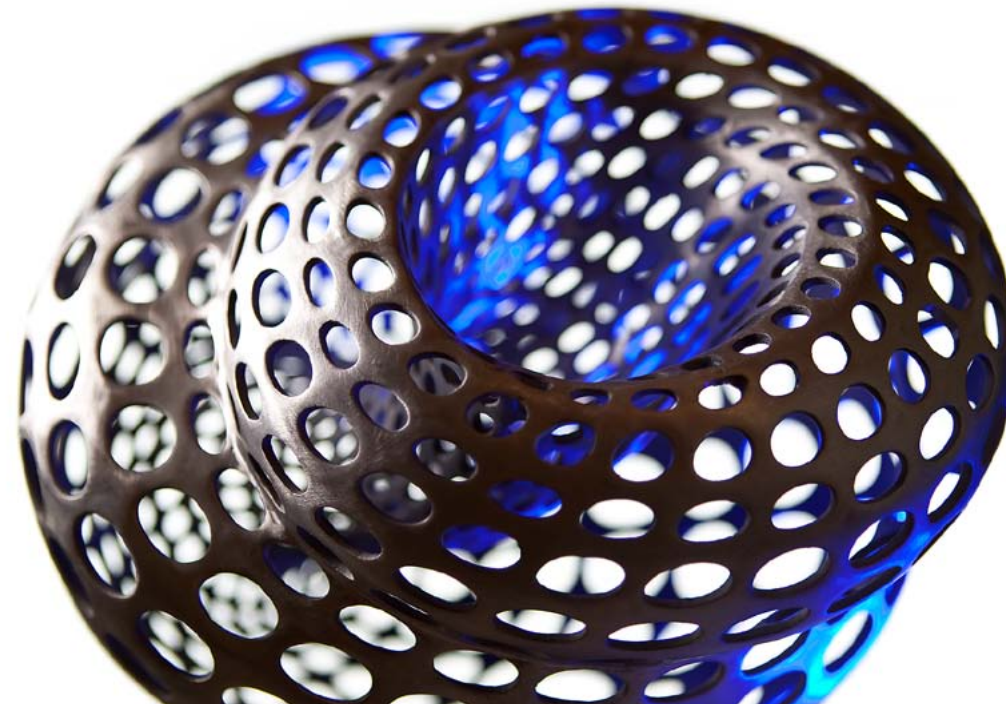
Business Centre Bohemia  
Anglické nábřeží 2434/1, 301 00 Plzeň  
Tel.: +420 246 042 623, Fax: +420 246 042 555



# As One Strategy

Deloitte's As One strategy is the firm's global philosophy. The strategy reflects the close cooperation of the firm's employees working on various projects and seeking to achieve a common goal, which is a satisfied client. The personal involvement of employees supports the creation of culture in which everyone contributes to the achievement of excellent results for clients and business partners.

The provision of services based on the As One strategy allows Deloitte to offer the client a wide range of services, including those exceeding the requirements that were originally specified by the client.



# Our Services

## Audit, Assurance and Enterprise Risk Services



Our auditors have extensive knowledge of accounting and auditing standards, internal controls and systems. They use their industry qualifications to identify specific risks and assist clients in mitigating the risks. Audit and other assurance work performed by Deloitte provide assurance on the accuracy of financial statements as well as a number of ideas and recommendations for reporting, the control system, risk management, treasury management and business processes. Among other things, we assist our clients in adopting new accounting policies, finding solutions to address the impact of various changes to financial reporting and getting prepared for the issuance of shares or bonds. We also assist in the design and implementation of internal controls and provide advisory services in the optimisation of treasury systems and addressing a number of other issues and problems. Our auditors are also valued team members in dealing with client issues, such as mergers and acquisitions (M&A), changes in and the implementation of new information systems, financial reporting projects, controlling and similar challenges.

Our teams have deep knowledge in numerous industries, including financial institutions, real estate and the construction industry, manufacturing companies, the energy industry and resources, the automotive industry, technologies, media and telecommunications.

### Our principal services include:

- Statutory and international audits
- Advisory services in accounting and International Financial Reporting Standards (IFRS) and US GAAP
- Reviews of accounting systems, risks and controls
- Advisory services in the design and implementation of internal controls, including compliance with the Sarbanes-Oxley Act
- Efficient and practical solutions of financial controlling
- Optimisation of treasury operation
- Regulatory advice
- Specialised training
- Special M&A support
- IPO and bond offering-related services
- Public audits
- Industry analyses and advice
- Independent monthly reviews for privately-owned businesses
- Outsourcing of experts (based on the type of company or industry)
- Internal audit

# Our Services

## Tax Advisory



Our tax advisors provide firms with assurance that they report and pay their taxes accurately and also help them design and implement tax systems and solve complex issues that the firms often face.

Our Business Process Outsourcing (BPO) experts provide comprehensive services to companies, institutions and organisations of all sizes operating in all industries. In providing our services in accounting, payroll processing and reporting, we use state-of-the-art information technologies automating the accounting and tax processes.

In addition, we provide advisory services related to the use of funds from the EU and other public sectors.

### Our principal services include:

- Local and international corporate tax advisory and tax planning
- Corporate and personal income tax
- VAT, excise taxes and customs duties
- Transfer pricing
- Mergers and acquisitions
- International assignment tax advisory
- Immigration services
- Employee benefits and social security service
- Preparation of tax returns and Intrastat reports
- Grants and investment incentives advisory
- Research & development tax relief advisory
- Bookkeeping and accounting advisory
- Preparation of statutory and management reports
- Payroll processing
- Temporary hiring-out of labour

# Our Services

## Legal Services



Legal services are provided by Deloitte Legal s.r.o., advokátní kancelář, and Ambruz & Dark, advokáti, s.r.o. and other cooperating legal offices that are members of the Deloitte network.

The close link to other Deloitte functions forms one of the major competitive advantages of both legal offices as well as of the entire Deloitte Group compared to other advisors.

Our experts have extensive experience and have been involved in a number of significant transactions. Deloitte Legal team members are excellent lawyers and are experienced in the project management of complex transactions. For this reason, we can provide our clients with the outstanding quality of legal services.

### Our principal services include:

- Mergers and acquisitions
- Corporate governance
- Restructuring
- Corporate law
- ICT law
- Financial law and insolvency
- Insolvency law and reorganisation
- Pharmaceutical law
- Environmental law
- Public contracts
- EU funds
- Intellectual property law
- Competition law and unfair competition
- Real estate law
- Court and arbitration proceedings
- Administrative proceedings and disputes
- Personal data protection
- Labour law

# Our Services

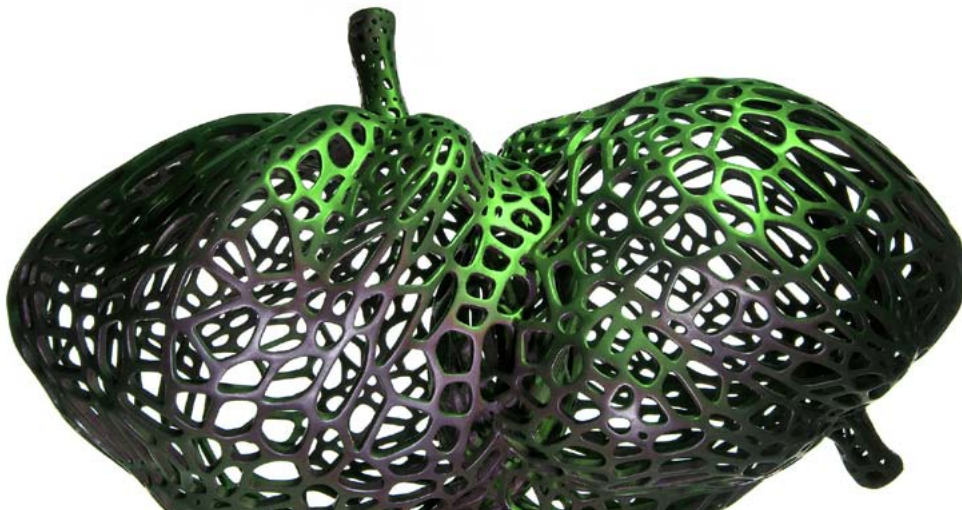
## Financial Advisory



Our team provides leading advisory services to companies and their owners, private investors, financial institutions and state authorities in business sales and acquisitions. We have extensive knowledge and experience from advisory in local and foreign transactions. We manage sale and acquisition processes and perform due diligence, valuation and restructuring of companies.

### Our principal services include:

- Identification of investment opportunities
- Assistance in the preparation of a sale strategy and the selection of potential investors
- Preparation of appropriate marketing materials, such as teasers and information memoranda
- Management and coordination of sale and acquisition processes
- Support in acquisition financing
- Advisory in the preparation and negotiation of contractual documentation
- Support in transaction negotiations
- Valuation and financial modeling for transactions, restructuring or support in disputes
- Buy-side due diligence
- Vendor due diligence
- Assistance in the preparation of information to spin off a business or a part thereof
- Comprehensive advisory in restructuring
- Real estate portfolio optimisation, including operating costs and ownership
- Feasibility studies in real estate projects





# Our Services

## Advisory Services



Our experts have deep knowledge of the key business and manufacturing activities across all industries and specialise in corporate infrastructure activities, including procedures ranging from project management to the optimisation of all internal processes and accounting procedures. The team includes experts with extensive knowledge of various IT systems supporting the key activities in the relevant industry, security systems, CRM systems, finance management including capital market instruments and other processes and activities that are necessary for effective business management.

We offer our clients services in banking and finance, the insurance industry, the energy sector and resources, the aviation industry and transport, public and state-owned companies and institutions, telecommunications and manufacturing.

### Our principal services include:

- Business strategy development and implementation
- Business strategy updating under new conditions and related process redesign
- Business performance improvement to increase shareholder value
- Expanding client portfolio and the related strategy on a given market
- Portfolio optimisation of business or production products
- Transformation of financial management procedures
- Strategic management of procurement and logistics
- Loss-making business restructuring projects
- Design of procedures in the collection of bad receivables and cash flow improvement
- Design of shared service centres and other cost-reduction services
- Project management and business risk management services
- Advisory in post-merger and acquisition integration
- Comprehensive HR consulting
- Comprehensive IT services
- Advisory in managing projects funded from EU funds
- Advisory services in trading with energy and other commodities
- Specialised services in financial and business fraud prevention
- Financial audit including IT audit

# Successful Projects

## Centropol, comprehensive audit services

The Centropol Group selected our company as its auditor in 2012. We provide it with comprehensive audit services and, as a value added, we involve a number of other specialists in the engagement. The appreciated qualities of our services include our knowledge of industry, a wide range of experts and competitive fees as well as the opportunity to expand our cooperation to include additional projects implemented by other functions of our company.

## Vodafone Czech Republic, comprehensive audit services

Deloitte provides all audit services to the Vodafone Group globally. In the Czech Republic, we review reports required by Czech legislation with a special focus on finding opportunities to improve the efficiency of the company's internal processes. For this purpose, we use a number of specialists, predominantly tax and IT experts. The company's management namely appreciates our ability to provide high-quality services across individual countries, our readiness to adjust to the changing conditions, our personal approach, time and effective communication and, last but not least, our contribution to the Vodafone Foundation, to which our services are provided free of charge.

# Successful Projects

## Raiffeisenbank Group, comprehensive audit services

Deloitte provides audit services to Raiffeisenbank in the Czech Republic. Although we are not the Group auditors, the quality of our team and the services provided persuaded the company's management that we are the right choice. Deloitte focuses on new areas every year and engages industry and product specialists to come with interesting ideas, thus providing added value to the bank. Our goal is always to be close to the bank while being constructive and independent at the same time.

## T-Mobile, business process support

In providing business process support, we focused on a review of the client's contractual relations and meeting contractual obligations by suppliers and internal staff. The project included a review of organisation and management activities in the project team, the assessment of solution quality and the review of planning accuracy, including project progress monitoring.



# Successful Projects

## Daikin, audit and tax services

Deloitte is the auditor of the Daikin Group and has provided Daikin Industries Czech Republic (DICZ) with audit services since the start of its activities in 2005. During the long-term cooperation, the company's needs expanded significantly to include a wide range of services focused on statutory compliance. Today, audit services are supplemented by a number of tax services comprising direct and indirect tax, customs and investment incentives and value-added services related to grants.

## AnaCap, financial advisor in a bank's acquisition

In a unique project in which a private equity fund purchased a bank for the first time in the Czech Republic, we participated with an international legal firm. We provided the client with comprehensive services, including financial and tax due diligence on the acquisition as well as advisory in the restructuring and integration of the bank into the existing Czech structure (comprising the non-banking Credoma Group) and in the issues relating to the approval by the Czech National Bank of the assumption of the bank. Our services also included professional assistance in finalising the transaction and advisory relating to accounting, reporting, tax, legal and other aspects of the transaction.

# Successful Projects

## ČEZ, acquisition of a minority share in Dalkia ČR

We provided the client with transaction advisory in the acquisition of a minority share in Dalkia Česká republika, a.s. Our work included financial and tax due diligence and assistance in preparing contractual documentation relating to the acquisition.

## TOS VARNSDORF, financing of the company's development projects using public funds

We performed an analysis of the company's development projects and defined possible methods of financing from public funds. For individual projects, we prepared applications for subsidies in line with the conditions and rules of the relevant subsidy programmes. Based on the applications, the company received a subsidy for the construction of a training centre, the expansion of its development centre, the purchase of new machinery and equipment, and the development of new machine tools.



# References

## **SANOFI-AVENTIS, s.r.o. Group**

“There are many methods for and views on the preparation of a corporate income tax return. We were very satisfied with the approach to the corporate income tax return preparation based on modern technologies that you offer.”

**Blanka Gotfrídová, Accounting Manager, sanofi-aventis, s.r.o.**

## **T-Mobile Czech Republic a.s.**

“The Quality Assurance team of Deloitte succeeded in reducing project risks, improving the level of internal controls and increasing the involvement of business users in the solution preparation. The overall transparency was also increased and the project plan was implemented. The large value added also includes a significant reduction of the risks arising from the relations with solution suppliers under new contracts, in which Deloitte played a considerable role.”

**Rudolf Urbánek, Executive Director for Sales and Customer Services, T-Mobile Czech Republic a.s.**

## **Ekolamp, s.r.o.**

“We appreciate the approach of Ambruz & Dark/Deloitte Legal for their capability to find solutions that are suitable for clients and respect their needs and position in the market. Their lawyers provide tailored services in due diligence.”

**Alexandr Hanousek, Statutory Executive, Ekolamp, s.r.o.**

## **GEMO OLOMOUC, spol. s.r.o.**

“The team of Deloitte advisors who assisted us in the implementation of the project to increase performance and reduce the costs of GEMO OLOMOUC, spol. s.r.o. proved that the team ranks among the top industry experts and is able to provide or mediate a wide range of other services with undeniable value for the owners of private companies.”

**Jaromír Uhýrek, Statutory Executive and owner, Gemo Olomouc, spol. s.r.o.**

# Social Responsibility

In philanthropy, we focus our efforts on three areas: we provide financial support to Borromeo Sisters of Mercy Hospital, acquire emergency care systems for old people in cooperation with the Life 90 Foundation, and offer help to children in unfavourable life situations together with the Czech Committee for UNICEF.

Every year, Deloitte employees participate in the selection of philanthropic activities in which they want to participate. Members of the firm's senior management are also involved in the charitable projects for non-profit organisations.

## Support for Talented Artists

For a number of years, we have supported young and promising artists through the Art of Success project as the path in art and in business often leads through common values. Deloitte also supports the **Innovation in Art** project focusing on the development of new technologies applied to the work of young sculptors – students of the Faculty of Fine Arts of the Brno University of Technology. The innovative technique used in creating the work lies in 3D printing and 3D scanning and allows the artist to use a computer to create a precise model that is made of a special polymer without the need to make any subsequent adjustments.

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We consider corporate social responsibility an integral part of business. From the very beginning of our activities in the Czech Republic, we have continuously provided financial, material or professional help to a wide range of charity or civic organisations.

## Responsible approach to the environment

We consider environmental protection one of our priorities. As a holder of the Environmental Management Certificate, we have implemented corporate policies, principles and requirements related to environmental protection.

## Cooperation with universities and student organisations

Our responsible approach to the public results in sharing our expertise, knowledge and experience with other generations as part of our cooperation with major Czech universities.

# Supporting Development of the Czech Business Environment

## Meetings of Leading Experts

We support and take active part in a number of opportunities for meetings of business experts and senior managers of firms with the representatives of Czech state authorities. As part of these meetings, we cooperate with major economic media and other institutions. .

## Overview of Major Central European Companies

Every year, we prepare the Top 500 ranking of the largest companies in Central and Eastern Europe by sales supplemented by comments on the development of the economy and the key economic sectors.

## Deloitte Technology Fast 50

Technology-focused companies rank among the dynamically-developing firms that significantly contribute to growth in the economy.

The regular Technology Fast 50 rating prepared by Deloitte lists the 50 fastest-growing technology firms in the region

## Private Equity Study

The research of private equity investments results from the responses of experts working in companies involved in private equity in 17 countries in Central and South-East Europe.

## CFO Survey

The opinions of the leading CFOs in the Czech Republic and the Central European region provide answers to a number of strategic questions relating to the economic growth in the region. We provide the business community with a regular overview of the key factors assessing the development of individual economies.

## ICT Survey

The purpose of the ICT survey is to determine the state of IT management in leading companies in the Czech Republic in the context of macro-economic conditions and the changing environment in information and communication technologies with special attention being paid to the development in budget opportunities, priorities and strategic focus of IT units.



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# Deloitte.

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