



focus

on

growth

we'll do the rest

## OUR HIGHLIGHTS



21

YEARS  
ON THE MARKET

230+

EXPERTS

900 😊

HAPPY CLIENTS

23000

SUCCESSFUL PROJECTS

5

LANGUAGES

6

PRACTICES

30

CERTIFIED EMPLOYEES  
(FCCA, ACCA, CAP, DIPIFR)

#1

RANKED AS NUMBER ONE  
IN THE NATIONAL BUSINESS RATING  
OF ACCOUNTING SERVICE PROVIDERS

# At a Glance

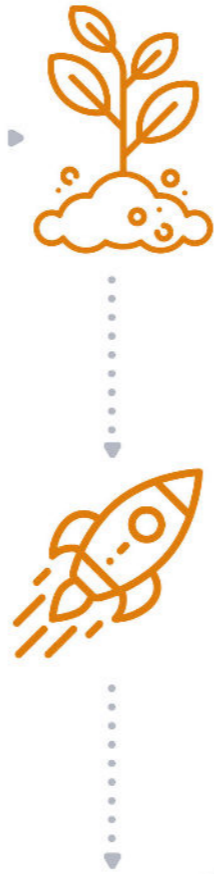
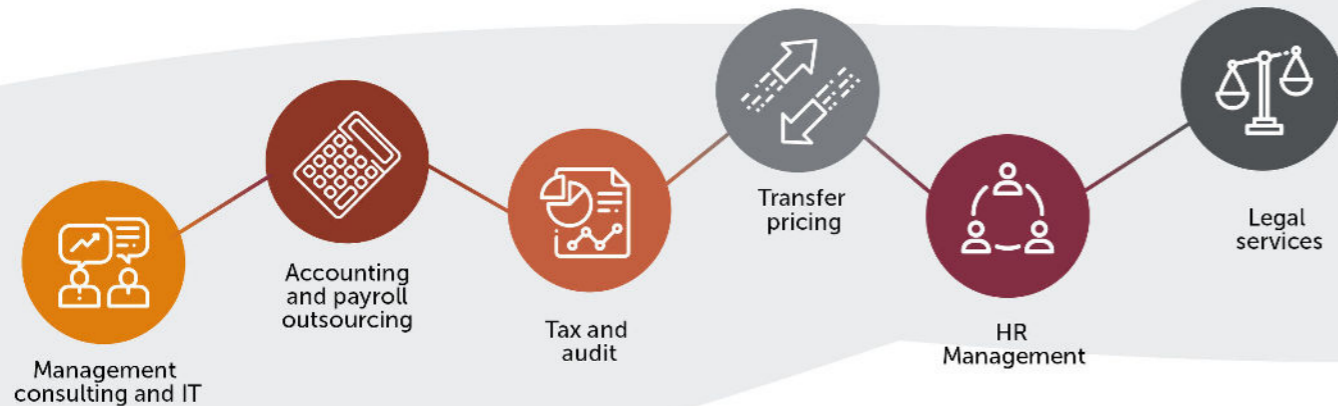
## We help businesses evolve

We exist to help business in Ukraine achieve excellent results  
We contribute to individual companies' success, empowering the economic growth of Ukraine

## by unleashing their hidden potential and stripping them of redundancies

We take on challenges and create new opportunities  
We believe in joint success and ongoing partnership with our clients

## in six domains:

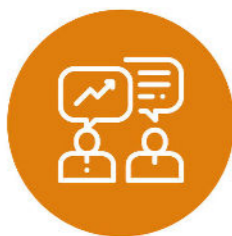


Since independence Ukraine has been one of the most promising markets in Europe - and an equally challenging one.

For two decades EBS has been helping businesses in Ukraine achieve excellence by providing them with the best solutions available on the market. We take pride in creating added value for our clients which guarantees their stable growth.



Helen Volska,  
Managing Partner and Director



## MANAGEMENT CONSULTING AND IT

The needs of your business are constantly evolving, the changes are often subtle, but tend to accrue and impede your growth. Our management consultants will help take the right actions, develop and fine-tune strategic plans and test them through financial modeling.

EBS can enhance your organizational efficiency through the optimization of operational processes and establishing effective cost control mechanisms. The complex measures we propose will enable correct and timely managerial decisions to effectively grow your business.

### Automation of financial and operational processes. IT services

Our experts will create and implement information system of any complexity level for accounting, tax and management accounting in various configurations of the information system 1C for your company. We provide full cycle services, including customization, software testing and launching, ensuring compliance with the terms, budget and implementation schedule.

### Business Processes Optimization

No matter how complex your business processes are, EBS will provide analysis and documentation of business processes AS-IS, and develop TO-BE business-processes models in order to implement the desired business process.

### Market entry services

EBS will help your company to enter the new market easily and win your market segment. Our experts will analyze the market indicators, examine the state regulation in your segment and form a forecast for the development of your company. Having developed a winning business plan, our specialists will convince the investor of its profitability.



### Financial and Management Reporting Development

Our experts will audit your company's current management system and develop financial and management accounting models that will allow you to make more efficient decisions. Our specialists will also develop a detailed budgeting system and structure the roles of each member of your company's budget process.



### Strategy Development and Deployment

EBS will help you bring to light the underlying goals and principles of the Company to identify its Mission, work out a Vision of its development and design Strategies of attaining it.



### Diagnostics and commercial pre-investment expertise (Due Diligence)

EBS will provide services of financial and commercial analysis of the Company's commercial capacity and development prospects upon the request of the potential investors.



### Organization Restructuring

EBS will analyze the organizational structure in terms of its effectiveness, consistency with the goals and strategies of the Company, the presence of duplications or bottlenecks, which constrain the Company's development, as well as provide recommendations on the organizational structure optimization.



### Management Accounting and IFRS Reporting Automation

Our experts will design and implement an automatic IFRS reporting system for your Company, from requirements modelling and policy design to transition period support, and later on prepare a detailed management accounting report to help you make more informed long-term decisions.





# PAYROLL OUTSOURCING

EBS specialists insure payroll calculations on on-going basis for all companies, with different staffing and organizational structure, ensuring the accuracy and timeliness of calculations, as well as the information confidentiality. Highly qualified staff, high-tech IT platform and implemented methodology provide the highest level of payroll outsourcing services, ensuring data confidentiality, accuracy and timeliness of payroll calculations and salary pay out.



## Document Preparation

EBS Specialists prepare necessary returns and payment documents.



## Reporting preparation

EBS will prepare mandatory reporting for state authorities.



## Reporting filing

EBS experts ensure that mandatory reporting are submitted to the state authorities.

## Payroll calculation

Our experts will calculate payroll and related taxes and duties.



## Accounting Outsourcing

EBS experts will assess the performance of your accounting and tax departments based on the. If needed, we will prepare and file financial and tax reports based on the primary documents either provided by the Client, or prepared by EBS.



## Preparation of Financial Statements under IFRS

EBS will prepare and file the reports under IFRS/US GAAP requirements or convert your statements prepared under Ukrainian National Accounting Standards into IFRS format, or even train your staff to report in accordance with IFRS/GAAP standards.



## Forensic accounting

EBS will conduct company investigations, facilitate analysis and resolution of financial disputes, support international arbitration and investment disputes and perform damage assessment.



## Development of Operational and Financial Policies

EBS will assess the current management and financial reporting systems' effectiveness, develop an accounting policy, as well as managerial & financial reporting and budgeting systems.



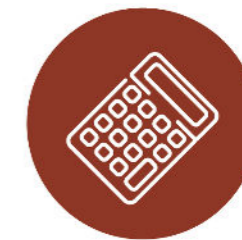
## Business Plans and Business Valuation

EBS will create a business plan, which will maximize the profits and reduce the expenditures. We will prove the viability of your business-model to investors, by providing investors with objective multifaceted evaluation of businesses to help them make an informed decision with regard to their financial resources.



## CFO Outsourcing

EBS can serve as an interim CFO for the Company.



# ACCOUNTING OUTSOURCING

The ability to recognize opportunities to make profit may ensure the short-term success of a business, but it is the back office that provides consistency and sustainability in terms of performance. EBS' accounting outsourcing services were designed to synchronize the front and back offices, maximize profits and ease the bureaucratic burden.



## TAX AND AUDIT

Resolving hundreds of accounting issues on a daily basis results in an extensive practical experience in accounting outsourcing, making EBS the best advice on tax legislation one can find in Ukraine. It is crucially important to regularly monitor the financial health of your organization.

An independent audit is the fundamental tool for making the informed decisions, not only for investors, but also for you as a manager, director, or owner. Our team has immense experience in providing audit services in accordance with International Auditing Standards.

### International Business Restructuring and Deoffshorization



EBS experts will analyze risks of the existing international corporate structure and economic relations, develop alternative risk leveling strategies and advise you on the anti-offshore regulations implementation and its possible effects and other issues regarding international tax planning.

### Review of Accounting and Tax Records



Our experts will review accounting records and tax reports of your company and help you reveal mistakes and minimize potential tax penalties.



### Tax Advisory

EBS team provides companies with high-quality tax advisory services and takes care of company's tax planning.



### Risks Assessment and Internal Control System Improvement

Our experts will analyze current risks and assess existing control system of your company. We will improve or develop internal control system, which will allow timely identification and minimization of risks and prevent their emergence in the future.



### Audit of Financial statements

EBS experts will conduct audit of financial statements for your company or NGO in accordance with national accounting standards of Ukraine and international financial reporting standards IFRS.



### IFRS Reporting Audit Support

EBS will interact with auditors during international audit, protect your interests and introduce agreed changes into financial statements.



### Pre-Investment Financial and Tax Due Diligence

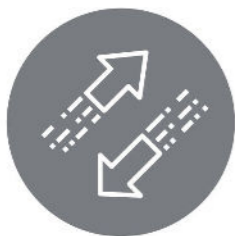
EBS will assess potential investee on reliability of financial and tax reporting and identify potential risks for investors.



### Limited Audit Procedures and Review Engagements

EBS will conduct limited audit procedures according to company's needs.





# TRANSFER PRICING

Multinational enterprises have been major actors of the global economy for a long time. One of the main advantages of international business structures is the possibility to minimize or to completely avoid taxation in different jurisdictions. In many cases this fact may become the basis for unfair payment of taxes – not in those jurisdictions, where a multinational enterprise actually gets its profits, but in those, where the tax rate is lower. The solution of this problem lies in the scope of transfer pricing rules, helping tax authorities to control payment of taxes by multinationals.

EBS offers a wide variety of services, that may assist business both to assess its transfer pricing risks and weaknesses and to prepare all the necessary documents in order to provide them to the State Fiscal Service of Ukraine for the purpose of execution its controlling function over international transactions.



## Development of intragroup transfer pricing policy

For multinational companies that require intragroup standards for pricing in transactions between group members in order for the transactions to comply with the arm's length principle, EBS is ready to offer a service of the development and implementation of intragroup transfer pricing policy.



## Accompanying the procedures of Advance Pricing Agreement

EBS will help to prepare a complete package of documents for the Advance Pricing Agreement with the State Fiscal Service of Ukraine, and will also participate in negotiations on the APA with the authorities.

## Detection of controlled transactions

For those companies who are not sure if they have controlled transactions and whether they should compile transfer pricing reports, EBS may help and analyze which operations actually fall under the definition of the controlled ones for free.



## Advice on transfer pricing issues

The extensive expertise and experience of EBS specialists allows us to offer advice on any transfer pricing issue - from advice on reporting on controlled transactions to business structuring or the preparation of international reporting within the framework of CbC Reporting.



## Preparation of reports on controlled operations

Transfer pricing reports should be submitted annually to the supervisory authority to provide information on controlled transactions, which were carried out by the taxpayer during the reporting year.



## Preparation of international reports for CbC Reporting

EBS is willing to assist businesses that have to provide their parent companies with information for the purpose of international transfer pricing reporting with the compilation of reports and / or consulting on transfer pricing matters.



## Preparation of transfer pricing documentation

EBS experts will conduct a comprehensive analysis of the controlled transactions, establish whether the profit has been shifted to other jurisdictions and company has avoided taxes in Ukraine, and prepare high-quality documentation that will protect the business from claims of the State Fiscal Service.



## Carrying out of benchmarking study

For the companies which prepare transfer pricing documents in-house or which want to understand the level of profitability that is marketable for their industry before conducting controlled transactions, EBS is here to offer you benchmarking study as an independent service (usually benchmarking is the part of the transfer pricing documentation).



## Audit of transfer pricing documentation

For those companies which prepare the transfer pricing documentation on their own, EBS can offer a service to examine and verify the correctness of the transfer pricing documentation. According to the results of this audit, taxpayers receive advice on what should be changed or supplemented in the documentation in order to comply with the requirements of Ukrainian legislation.





# HR CONSULTING

Every successful business is built around a strong, competent, flexible team. The HR team here, at EBS, always keeps in mind the current employment conditions and interests of both employer and employees.

We will help you define the requirements for your dream team, and select exactly those employees who will put your business strategy into action.

Our experts relieve you from wasting time and effort on anything other than implementing your business ideas.



## HR Management Systems Development & Deployment

EBS will help make a fair and transparent payment system, motivation system, employee assessment, adaptation and training.



## HR Consulting

EBS provides full support of personnel management processes in the company, supports of labor disputes, diagnosis of employees' satisfaction and loyalty level and consults on labor law requirements.



## Outstaffing

Our experts will find high-qualified staff to achieve your business goals and provide organizational support during outstaffing (insurance, car leasing, business trips, etc.).



## Executive Search

EBS will find managers and professionals with high level of compliance with the company's corporate culture and qualification requirements.



## HR Audit

Our experts will audit personnel records to prevent violations of labor legislation, financial and administrative fines. Our expertise allows us to audit internal policies and personnel management procedures, ensuring they are in line with the company's corporate requirements and current labor legislation.



## HR Administration

EBS will take over management of personnel records and make sure they meet the requirements of Ukrainian legislation and internal corporate requirements. We will take care of interaction with state authorities and internal auditors during inspections.



## Trainings & Seminars

Our team will develop and conduct trainings and seminars, tailored to individual needs of your company. We also provide individual coaching for managers.



## Labour protection and fire safety

We will consult you on creating safe working environment for employees and reducing the risks of work injuries.







## LEGAL SERVICES

While doing business in Ukraine, you must always keep an eye on the legal aspects of your operations. EBS lawyers have all the tools necessary to ensure that your business decisions meet legal requirements and are the most efficient with regard to your needs. Our role is to preserve, develop and ensure the effective operation of your company, team, and investments for the entire period of operation.

Engaging EBS for these tasks will effectively optimize your use of time and resources and provide the legal security you need to focus on the growth of your business.

### Intellectual Property



We advise on registration, protection, alienation, and transfer of intellectual property rights, and assist in developing and concluding relevant contracts.

### Legal services in business support



EBS business legal services allow companies to prevent law violations in the field of personal data protection, develop an efficient legal model of business and properly organize cooperation with contractors.



### Labor law, employment of foreigners

EBS will help you avoid the complexities of labor relations formalization with Ukrainian citizens and foreigners, conclusion of collective agreements, and documentary dismissal of employees.

### Land and real estate



Our experts have extensive expertise in conducting audit at each stage of real estate and land transactions, accompanied by the allocation of land, registration of property rights or leases for real estate and land plots, obtaining technical documentation and changes in the purpose, development of sales contracts and lease.

### Legal advice on financial issues and taxation



Our experience will allow you to solve any financial or taxation issues related to business administration. We provide legal assistance to organizations during inspections of controlling bodies and help appeal the results.

### Pre-trial settlement and litigation



Our consultants will assist you in solving labor, economic, civil, tax, custom, and administrative disputes both through pre-trial dispute resolution and in court, as well as provide legal support for enforcement of decisions.

### Corporate law



Our company provides a full range of services on registration, reestablishment, and termination of business entities, public associations, including representative offices of foreign business entities. We can temporarily take over the function of the executive body of your company, developing internal policies, conducting due diligence, as well as carrying out a set of other activities that will protect your company from law violations.



# What our clients say about us

## GLOBAL RESTAURANT GROUP



"Ever since we decided to introduce KFC to Ukraine, EBS has helped us open 3 restaurants and fully automate our operating model. Today, there are already 15 KFC restaurants in Ukraine, and this credit undoubtedly goes to EBS"

Zoya Konchakovskaya,  
Chief Accountant

## WESTERN UNION FINANCIAL SERVICES GMBH



"The professional accountability and efficiency of EBS employees have directly contributed to the success of our business. We are very pleased to do business with a company that has such a high level of ethical and professional standards. We look forward to further close cooperation and wish you success in your customer relations"

Petro Gnatyuk,  
Regional Manager  
for Ukraine, Armenia,  
Georgia and Central Asia

## DE AGOSTINI UKRAINE



"The 'De Agostini' company has been collaborating with EBS since the beginning of its activity in Ukraine. Thanks to their professional resolution of complex, non-standard problems, which require creative thinking, we consider EBS to be one of our most reliable partners in Ukraine"

Oksana Potebenko,  
Financial Manager



## EBA

"It is very important for an organization like EBA to deal with partners we trust, and the fact that we have been cooperating with EBS for 10 years is a solid proof of their professionalism"

Anna Derevyanko,  
Executive Director

## USAID



"EBS proved itself to be a highly qualified, responsible and productive team of professional consultants and auditors, who understand their clients and are able to find an individualized approach to solving any problems. We are grateful to the staff at EBS for their professional attitude to work, their ability to understand clients' needs, and their readiness to perform the assigned tasks"

Victor Stetsenko,  
Executive Director,  
USAID/FINREP-II Program

## CEGEDIM UKRAINE



"Thanks to EBS, our company positioned itself as one of the leading audit centers for accounting, financial consulting, HR outsourcing and legal services. EBS provides stability in terms of the vital functioning of Ukrainian and international companies"

Lana Chubakha,  
General Manager

## WINNER

## WINNER

"EBS consultants carry out their duties at the highest standard. They inspire us to keep improving our organizational development, and pay attention not only to the dynamic growth of our business, but also to development and implementation of clear standards of our staff performance"

Bogdan Kulchitskii,  
General Director

## CASTROL UKRAINE



"EBS has proven to be a competent and reliable partner, with profound knowledge and experience in the field of standard accounting and tax accounting, as well as human resources administration. EBS always manages to find the right approach to resolving complex problems. We believe that our cooperation with EBS will enable us to achieve our objectives by applying effective modern management tools"

Vitalina Pranovich,  
Financial Manager

## ABB UKRAINE



"On behalf of ABB Ukraine, I would like to thank all EBS employees involved in the project with ABB for the high quality of their services, high standards of professional ethics, and client relations. We are pleased with the level of cooperation achieved between our organizations"

Dmytro Zhdanov,  
Director

## YVES ROCHER UKRAINE



"We appreciate the professional qualities of our colleagues from EBS and their efficiency, professionalism and loyalty. Yves Rocher Ukraine plans to keep involving EBS lawyers in order to resolve various legal issues arising in the course of our company doing business in Ukraine"

Elina Skorik,  
Director

## WIZZ AIR



"The EBS team was able to understand our needs and internal policies, as well as provide the relevant range of accounting and payroll outsourcing services. We emphasize the commitment of EBS employees, who did their best to deliver excellent performance, which exceeded our expectations and ultimately created a strong results-oriented team between EBS and Wizz Air staff"

Andriy Brizytskyy,  
Financial Manager

## BENNETON REAL ESTATE INTERNATIONAL S.A



"Benetton Real Estate International S.A entrusted EBS to manage its first subsidiary in Ukraine. Apart from the normal activities connected with administering the company (with particular reference to accounting and book-keeping), EBS' legal skills ensured the full coverage of our needs as an intermediate holding company"

Daniel Bandiziol,  
Director

## Curious to know more?

If you'd like to know more,  
we'd be happy to hear from you!

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