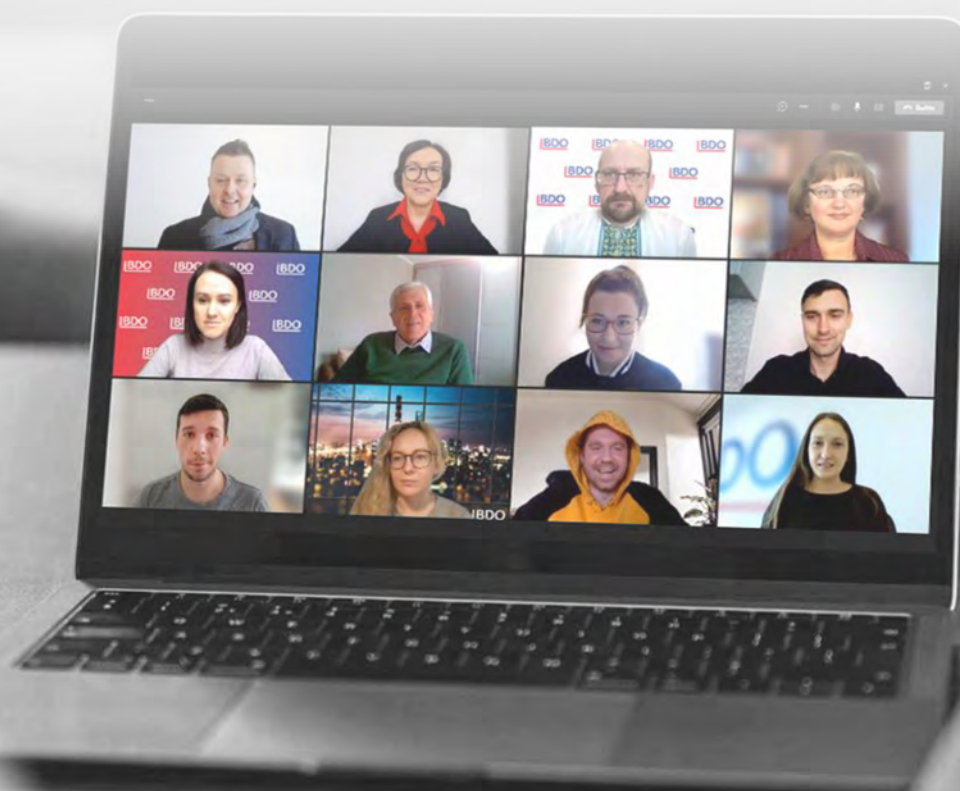


BDO in Ukraine **Integrated Transparency Report** 2021

Creating value - wherever we are!



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Introductory word of Managing Partner of BDO in Ukraine

Dear colleagues!

Prolonged martial law and hostilities throughout Ukraine, which cause large-scale destruction of infrastructure and a large number of human losses, make it impossible to ensure a normal status of security in Ukraine. The war significantly affected the process of transformation of economic and social relations in the country and caused a humanitarian catastrophe on the continent. During the war, the reliability of free market feedbacks was disrupted throughout the country, which has devastating consequences for the Ukrainian society. The lack of a country's development strategy, but instead a strategy of protecting the country from invaders and concentrating all the country's resources

on achieving this goal, leads to a decision to change approaches to understanding the modern era. Now the future destiny of not only the Ukrainian people, but also of all humanity and conditions that ensure the preservation of modern civilization is being decided. Unfortunately, the link in the continuous chain of civilizational evolution in Ukraine has been broken. In addition to the humanitarian catastrophe, we are witnessing an ecological disaster for humanity, environment, society, state, organizations and entities being the actors of protection in a normal environment. In times of war, there is no potential for real embodiment of ideas of sustainable development both in BDO and in the country as a whole. Given the above and guided by reasonable principles, we decided not to prepare a classic integrated report, but to pinpoint resources, reserves, capabilities, resilience — the ability to quickly restore resources while removing the military burden.

In the conditions of war and constant martial law throughout the country, the commitments of the UN and Ukraine to organize sustainable development are being violated. The natural environment and infrastructure that must be preserved for future generations are being devastated and destroyed; the land and sea are being recklessly polluted. However, we have not forgotten that a human being with individual needs and dreams is at the heart of the concept of sustainable development, being the goal of social activity and the main factor in achieving our goal. Man as a being created with intelligence, and not destructive force, creator of the planet's future and user of information has been and is an inexhaustible resource for development. That is why we have focused our efforts on retaining and supporting employees who provide intellectual services in the international company BDO, and we fully support the Ukrainian state.

After the end of the war and under the conditions of the free market's normal operation, we will be sure to prepare and present a report on sustainable development, as the martial law requires us to reconsider the reporting principles and materiality of the 2021 report's issues.

Yours faithfully,

Director of BDO LLC

Serhii Balchenko

Introductory word of CEO of BDO in Ukraine

This text was written in 2022, when the full-scale war was already raging. Although there were much more general matters, we decided to issue a report for 2021. We believe that in order to ensure sustainable development, it is important to record past events, no matter how relevant they may seem at the time of the report preparation.

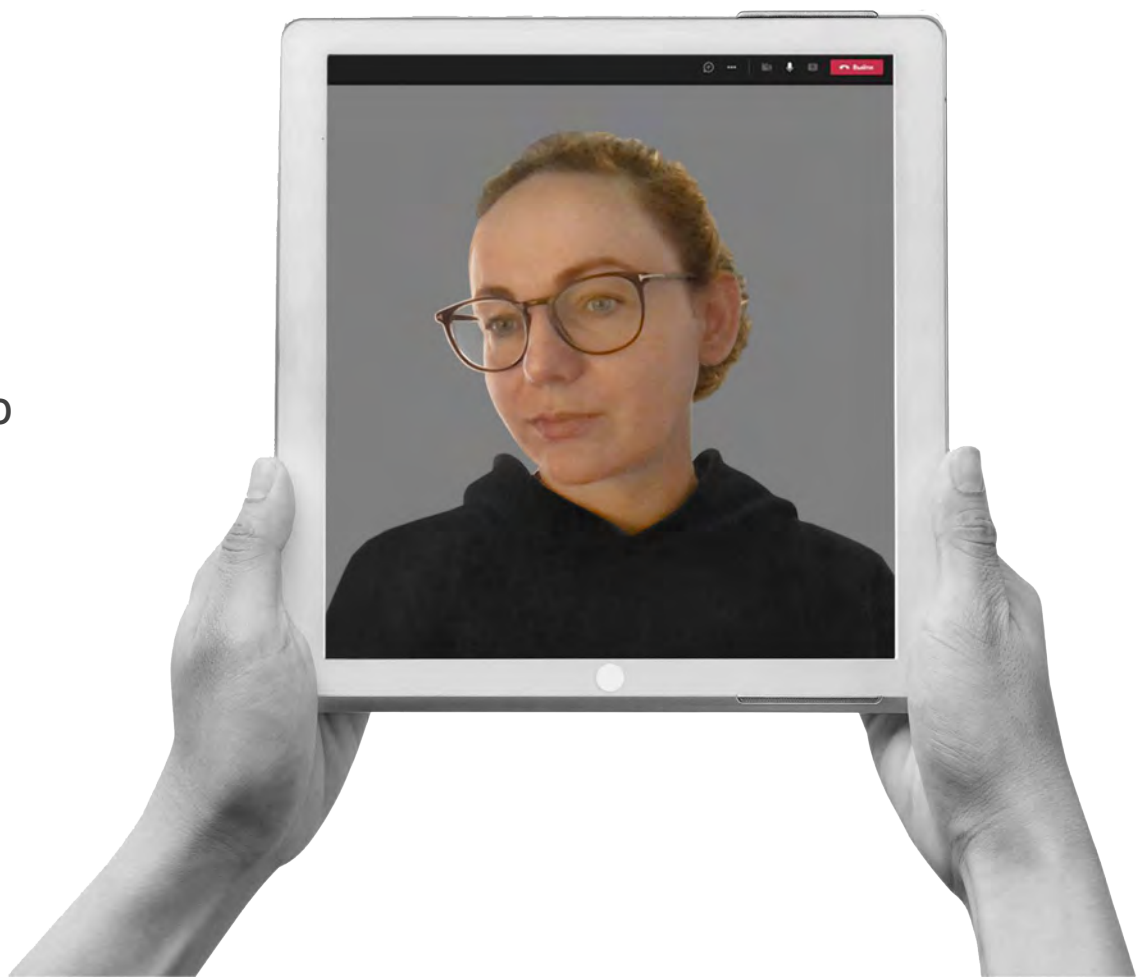
In such a fleeting world, the reporting period of one year feels like an eternity. But the past year was there. We celebrated our "victories" and responded to problems, we provided exceptional client services, and built our country's economy to ensure its further development. But whatever happened, happened.

Last year we spent in Teams, wearing masks, working from home. We got ill; however, we had 2 offline events. We gained many new customers and closed one service line. But the most important thing, for me personally, was that in 2021 our company had the lowest staff turnover! This indicator testifies to the reasonable talent development policy employed by our company, and gives the highest rating for the administrative internal services and their work.

I really hope that all the achievements of 2021 will help our company survive the tragic events of 2022, continue to work to provide for our employees and their families, deliver stable services to our customers and work to rebuild our state!

Everything will be Ukraine!

CEO BDO in Ukraine
VIRA SAVCHENKO



Organizational structure and ownership information (1/2)

NETWORK

BDO LLC

BDO is registered in Ukraine in the form of a Limited Liability Company (LLC). BDO LLC, together with other companies operating under the BDO brand in Ukraine, is a member of BDO Network.

SAVCHENKO

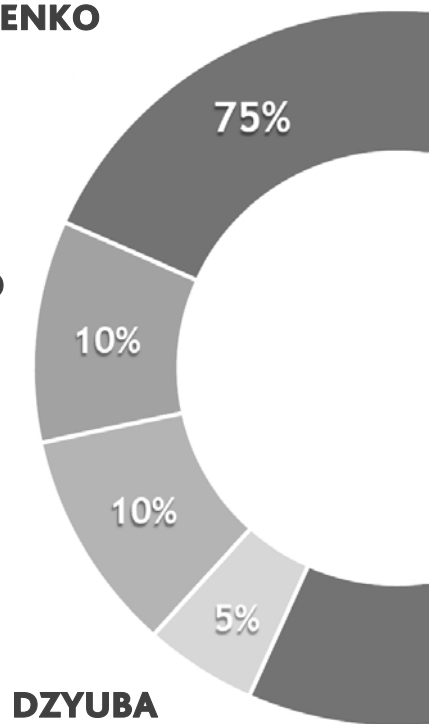
Alla

SAVCHENKO

Vira

BALCHENKO

Serhii



DZYUBA

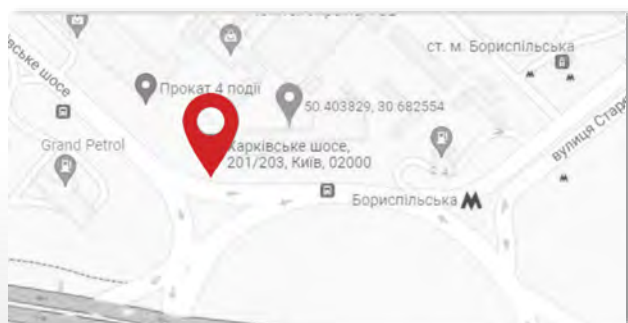
Liliya

COMPOUND

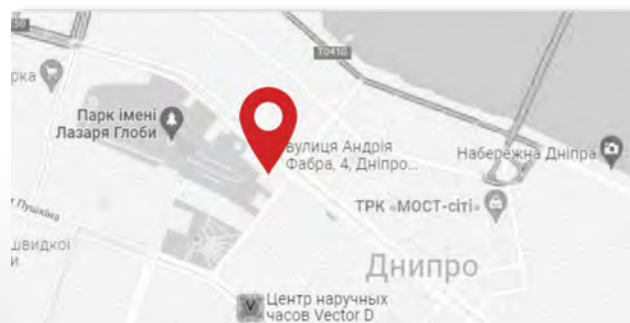
BDO Ukraine also includes other member-firms, which are registered in Ukraine:

- ▶ **BDO LLC**
- ▶ **BDO Consulting LLC**
- ▶ **BDO Corporate Finance LLC**

LOCATIONS



02121, Kyiv
 Kharkivske Road 201-203, 10th floor
 (non-segregated subdivision),



49000, Dnipro
 4 Andriya Fabra st.,

Assurance services are provided exclusively by BDO LLC (identification code 20197074).

Organizational structure and ownership information (2/2)



BDO LLC is included in all sections of the Register of Auditors and Auditing Entities, in particular in Section 4 of auditing entities that have the right to conduct mandatory audits of financial statements of Public Interest Entities (PIEs). Registration number: **2868**.



BDO LLC passed the audit service quality control on 27 January 2020.



According to the statute, the governing bodies are the general meeting of owners and the Directorate, **which includes president, director and CEO, CFO**.



The Company has no related parties that fall under definition of "related party of an audit entity" in accordance with the Law of Ukraine "On Auditing Financial Statements and Auditing Activities".



Our business model

Value transformation



RESOURCES

People capital	Deep client and industry experience Shaping our unique culture Foundation for our success
Natural capital	Energy use Water use Transport and commuting Paper and office equipment
Innovation capital	Digital and sustainable client solutions and shrinking our internal footprint

Brand capital	Our clients and partners know us as a trusted partner in the industry
Relationship capital	We rely on strong, long-term relations with our key partners including BDO Global
Financial capital	Financial prudence, investing for growth are key to our continued success

VALUE CREATED

Relationship value

- New clients
- Client satisfaction scores
- Digital delivery of client services

Innovation value

Delivered the first international ESG Rating project in the Real Estate industry to lead the BDO Network

People value

- Relocation, financial and communication support for all colleagues during the war
- Range of COVID related health services, including COVID vaccinations and mental health training
- Regular English Hub sessions to improve business and conversational language

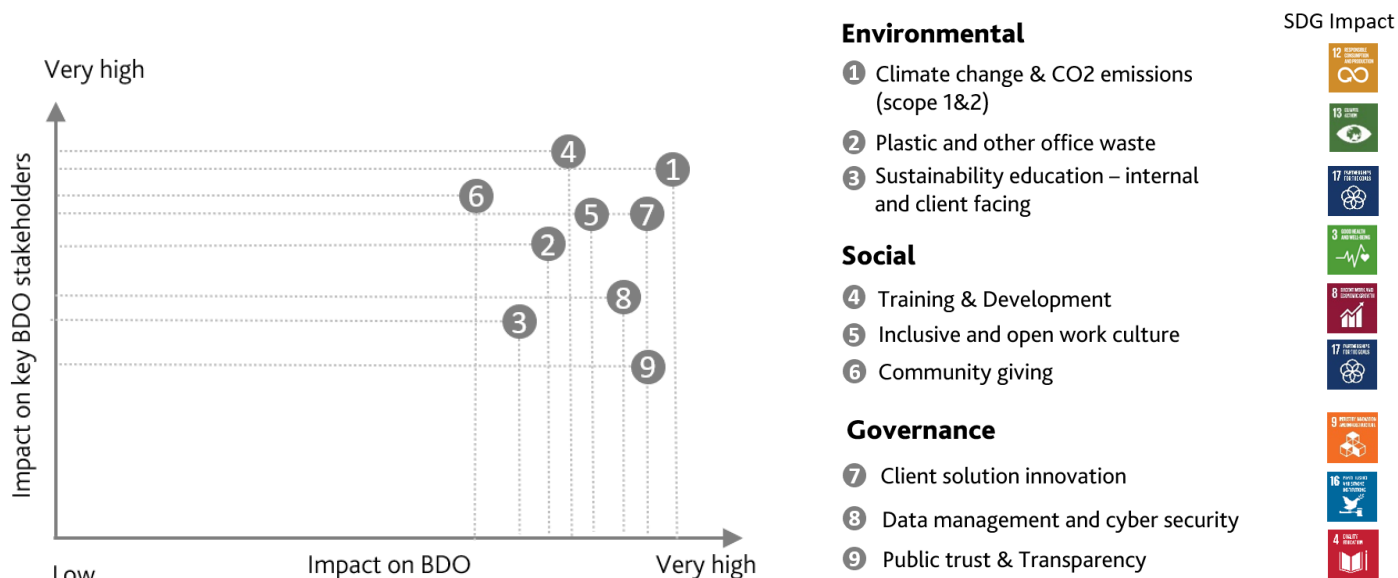
Materiality & The UN Sustainable Development Goals

The prioritisation of our material Sustainability topics, focus areas and measuring our positive and negative impacts on key UN Sustainable Development Goals (SDGs) were on track until 24 February 2022, when Russia launched an illegal war of aggression in Ukraine.

This horrific event, which is ongoing at the time of publication, led to a collective decision for BDO to radically refocus our Sustainability priorities for the remainder of our 2021 reporting period and most likely 2022.

We pivoted from our original Sustainability plan based on stakeholder issues metrics (A) to a new version (B) reflecting the financial, security and health needs of all our colleagues and their families impacted by the war.

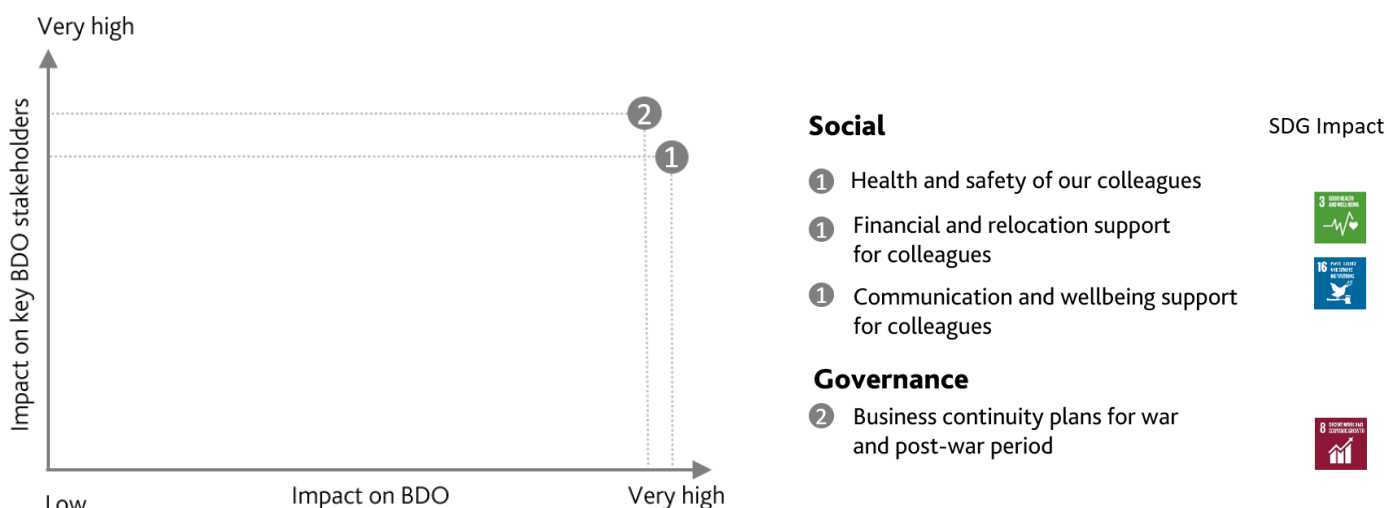
(A) Original Sustainability Issues Metrics



Material Sustainability issues especially around climate change, operational and value chain emissions, better waste and natural resources management, diversity, inclusion, transparency and professional development of our colleagues linked with clear targets and commitments are still important for our business. Our stakeholders can be assured that we will continue to map our Sustainability impacts and report more fully once the war is allowing our operations to normalise.

The following section "Our ESG in the time of war" will shed more light on our radical pivot and simplification of priority areas in support of our colleagues and ensuring that BDO Ukraine "builds back stronger" to serve clients, business partners and our wider communities.

(B) Sustainability issues 24 February 22 onwards



ESG in the time of war

Dear friend of BDO and Ukraine!

Our world was turned upside-down on 24 February 2022, when Russian troops launched an unprovoked war of aggression against Ukraine. War is by its very nature unsustainable. War has many immediate and long-lasting human, community, environmental, cultural, political and financial costs and tragedies attached impacting our nation, people, communities, businesses and colleagues.

This war has made it very hard for us to share our traditional suite of environmental, social and governance (ESG) activities with you for the past year.

We were looking forward to share with you our implementation efforts of the Taskforce for Climate-related Financial Disclosures (TCFD) recommendations which we started last year as the first company in Ukraine. We were excited about updating you on our alignment efforts with the BDO Network's 2050 Net Zero commitment as part of the joining the Net Zero Financial Service Providers Alliance (NZFSPA). We planned to adopt the World Economic Forum/International Business Council's "Stakeholder Capitalism Metrics" outlining our Sustainability performance and targets across governance, planet, people and prosperity disclosure pillars.

All these efforts will be continued in the future but will now rest in the face of war.

Instead, we decided to focus all our efforts creating a massive support platform for our colleagues and families in Dnipro and Kyiv with the incredible, ongoing help of the BDO Global Office and many generous BDO firms. An incredible operation to bring willing colleagues to safety in Ukraine or abroad swung into life on the 24th February with a vast array of support attached, including financial help, locating accommodation, providing intelligence on safest travel routes and work placements provided by many BDO firms. Formal and informal communication channels, via various apps, provided our colleagues with a wide range of useful information such as updates on regulations for seeking refugee status, working cash machines and enabling transport opportunities to escape areas under attack. Ongoing digital communication between colleagues also became a vital lifeline by sharing intelligence on Russian troop movements, availability of medicines and foods in Ukrainian cities and towns as well as having safe spaces to share and cope with often overwhelming feelings of grief, anger and fear. We even continued the longstanding Friday English Hub initiative by inviting colleagues to share their experiences online, discuss any issue of interest and practice social and business English.

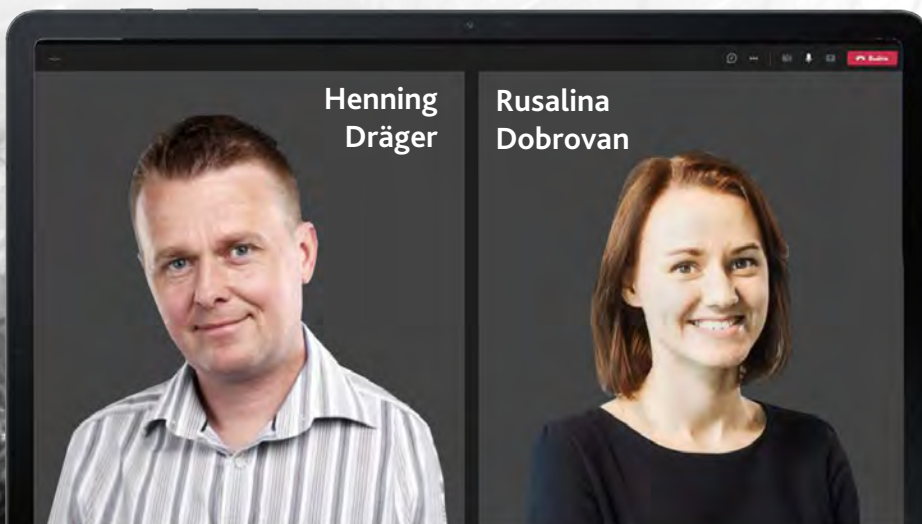
In tandem with the ongoing rescue and support efforts, our colleagues continued to work diligently supporting BDO clients and complete viable projects. Many also made innovative suggestions how to unlock new sources of service revenue including investigating advisory collaboration with other BDO firms.

Despite being severely disrupted and separated for over six weeks now, our work, genuine care and incredible support shown by the BDO Network and firm belief that together we will "build BDO Ukraine back stronger" allow us to think of a more positive, hopeful future. It is arguably hard not to become cynical and bitter looking at the mounting human losses and incredible destruction of Ukrainian communities, nature and livelihoods yet it is said hope dies last – that thought we will keep close to our hearts and translate hope into positive action for a thriving and resilient Ukraine.

Sustainably yours and Slava Ukraini!

Partner & Chief
Sustainability Office

ESG Manager



ESG



9



Building public trust through transparency, independence and quality of service

Our role as auditors and suppliers of leading business solutions is to provide trust and confidence to customers, regulators, financial capital providers and stakeholders. We operate in an environment that requires us to meet the highest professional, ethical and independence standards. We believe that building an effective quality control and risk management system, together with strict adherence to established policies, rules and procedures by the Company's management and staff, is an integral part of our day-to-day operations to support, promote and improve audit quality.

GENERAL INFORMATION ABOUT BDO'S QUALITY CONTROL SYSTEM

We believe that audit quality is the foundation of trust in financial statements and financial markets using audited information. Our intention and commitment is to provide high quality audit services and added value to our clients. By investing and focusing our efforts in this area for many years, we have a very strong foundation that enables us quickly meet the growing expectations of customers, standard-setting bodies and regulators at a high-quality level.

Our company's quality control policies and procedures, which are the basis of our quality control system and risk management system, including those ones related to ethics and independence, have been developed in accordance with the requirements of International Standard on Quality Control 1 "Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements" (ISQC 1), published by the International Auditing and Assurance Standards Board (IAASB), Code of Ethics for professional accountants, published by the International Ethics Standards Board for Accountants (IESBA) and all Ukrainian legislative requirements.

As a member of the BDO Network, we must adhere to network-approved quality control standards, which we combine with local legal and regulatory requirements. Information on changes in methodology, policies and procedures for quality control, ethics, independence and risk management is communicated to all employees of our company through e-mails and relevant training. Timely and complete application of such changes is controlled through the introduction of internal monitoring programs.

All the Company's partners and staff are responsible for compliance with professional and internal quality standards and take appropriate measures to ensure full compliance with the requirements of quality, ethics and independence. Information on changes in methodology, policies and procedures for quality control, ethics, independence and risk management is communicated to all employees of our company through e-mails and relevant training. The timely and full implementation of such changes is controlled through the introduction of internal monitoring programs.



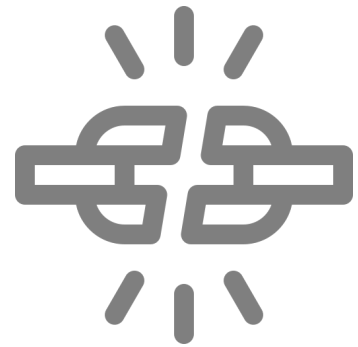
Independence and internal review

The BDO network has implemented policies and procedures to ensure independence that meet the IESBA requirements and which are included in the BDO Risk Management Manual and the BDO Independence Program, and a number of automated tools at the international level have been implemented, access to which all member firms of the BDO network have.

To ensure the independence of the company and compliance of our existing risk management system in terms of ethics and independence, the requirements of current legislation of Ukraine, our company has implemented a set of measures part of our risk management system covering all service lines, all employees and services provided by other BDO network companies.

Separate but inexhaustible elements of this risk management system in terms of ensuring independence and ethical requirements are listed below:

- ▶ Policy and related procedures of accepting and continuing work with clients and engagements. Procedures for client's risk assessment and selecting precautionary measures to minimize risks. Procedures for identifying and assessing threats to independence in relation to potential clients who are public interest entities. Requirements for financial relations of the company with the customers.
- ▶ The procedure of assessing potential and existing engagements and clients for potential conflicts of interest, identifying existing conflicts and implementing precautionary measures. The requirements for combination of non-audit services.
- ▶ The procedures of ensuring and confirming the independence of the company's staff. Rotation of partners and staff of the company. Interaction after termination of employment.



We regularly review and improve our policies, principles and procedures that cover our relationships with clients in the process of providing audit, review, related and other assurance services, the timeframe of cooperation with clients, the amount of fees and the provision of non-audit services to audit clients, etc. In case we are unable to properly resolve a potential conflict of interests by imposing appropriate measures, we refuse to provide services that cause conflict of interests.

The annual process of independence declarations requires confirmation of independence by the company's partners and staff starting from the date of hiring. We declare that our financial, business, employment and personal requirements have been complied with, and disclose all cases that may indicate a potential threat to independence. In addition, all members of the audit engagement team, and the internal experts involved, confirm in writing their independence from the engagement at the beginning and at the end of the engagement. We also verify our independence at global BDO Network level through BDO's established written independence verification procedures and through all employees' access to the International Register of BDO clients with limited service provision; and access to software that allows to verify whether a potential customer, operating outside Ukraine, is cooperating with other BDO offices.

As part of the independence verification program, our company regularly conducts a random independence compliance check for relevant employees.

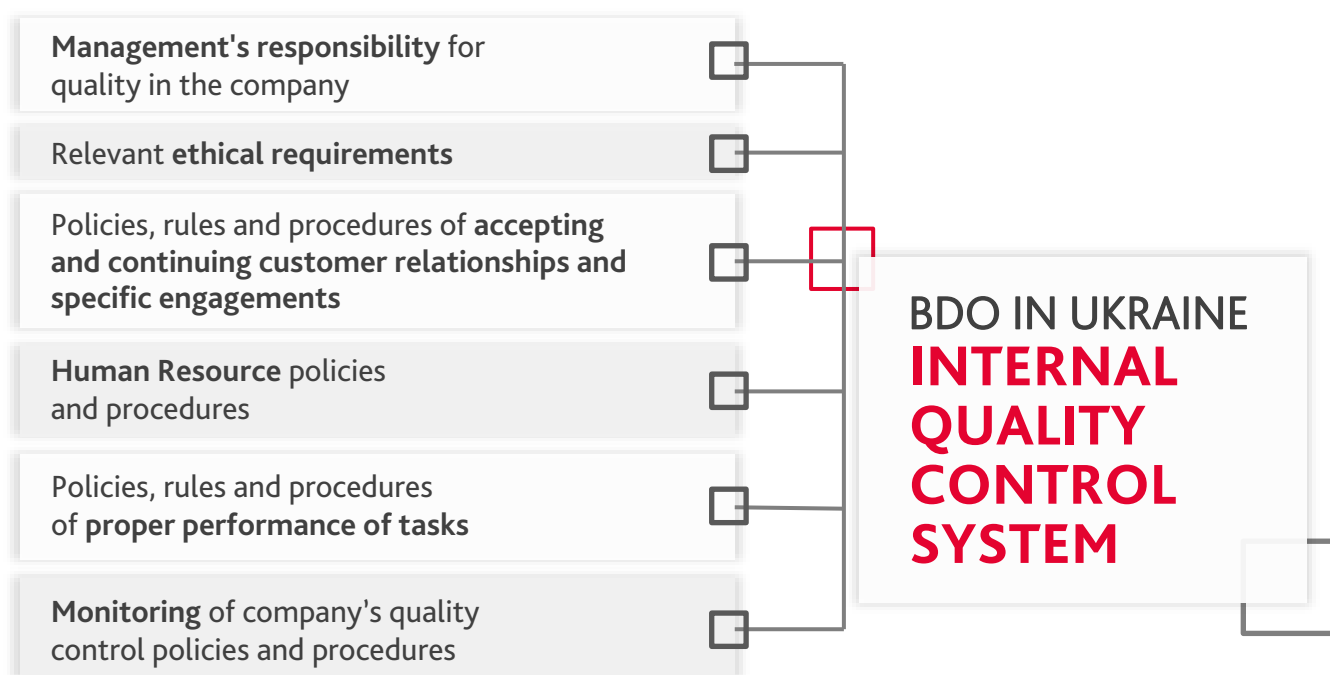
While working for the company, our staff receives ongoing professional training on independence and risk management.

STATEMENTS ABOUT INTERNAL INDEPENDENCE MONITORING

We monitor compliance with our policies, procedures and independence requirements on permanent basis. We confirm that during 2021, we took all measures to ensure independence that are set out in this Report, and that in 2021, we performed the internal check of compliance with independence requirements.



BDO quality control system and management statement on operational effectiveness (1/2)



Implementation and maintenance of the internal quality control system is the duty and responsibility of BDO's management. Management demonstrates its commitment to the principles of professional ethics, business integrity and quality by its own example.

In accordance with the requirements of International Standard on Quality Control (ISQC 1), the ultimate responsibility for overview over quality control system of services in our company lies with the CEO. General management of ethics, independence, control over the quality control system, risk management and compliance with current legislation and policies and procedures implemented by the company, is executed via specialists in risk management, quality control, methodology, financial monitoring, lawyers, etc. At the same time, the professional staff of our company is also responsible for compliance with professional standards, ethical and independence requirements, and provision of quality services. It is expected that all company staff understands, applies and adheres to the company's business strategy and established policies, rules and procedures.

Auditor independence is a key requirement of international professional standards and regulators. Information on our risk management system, which regulates compliance with ethical requirements and the acceptance and continuation of customer relationships and specific tasks, is provided in the section "Information on Practices Ensuring Independence and Confirmation of Carrying Out the Internal Independence Review" of this report. One of the key factors that determine quality of work is confidence in high professional level of company's staff, commitment to the company's values and the staff's desire to guarantee the highest audit quality level. This implies the need of selecting appropriate staff, introducing the continuous staff development system, having competent and optimal resources allocation, and appointing relevant specialists to perform tasks. Information on our management system is provided in the section "Organizational and legal structure, form of ownership and management structure" of this report.

BDO quality control system and management statement on operational effectiveness (2/2)

To meet the requirements of ISQC 1 for monitoring the company's quality control policies and procedures, our company implemented internal Quality Monitoring Program, which consists of the following elements: has

- ▶ Annual monitoring program of company's quality control policies and procedures in accordance with the requirements of ISQC 1,
- ▶ Regular inspections of the quality control system by authorized controllers of the BDO network within the framework of the Quality Monitoring Program,
- ▶ Annual confirmation of our company's compliance with the requirements of BDO network accreditation.

To cover the risks of its professional activity, BDO LLC has appropriate insurance coverage for its professional liability, which meets the requirements of current legislation of Ukraine. To ensure a unified approach and a high level of audit quality for all BDO member firms, the network management has developed an Audit Quality Framework to meet the requirements of ISQC 1, and has provided several internally developed tools including:



- ▶ The BDO Network Guidelines, including the BDO Audit Manual and the BDO Risk Management Manual, have been developed in accordance with the requirements of International Standards on Quality Control, Auditing, Review, Other Assurance and Related Services. In order to consider the requirements of the current legislation of Ukraine, we have additionally developed and applied internal rules and procedures.
- ▶ BDO APT audit software is designed as a tool for planning, documenting, forming opinions, and storing working papers on performed assurance tasks. We use APT to perform all audit engagements, reviews, other assurance and related services in Ukraine.
- ▶ BDO Advantage software is designed as a tool for planning and conducting audit procedures based on global data analytics. This helps to optimize acquisition and analysis of large amounts of data, which not only ensures the potential effectiveness of auditors' working efficacy, but also identifies and focuses audit procedures on risk areas.

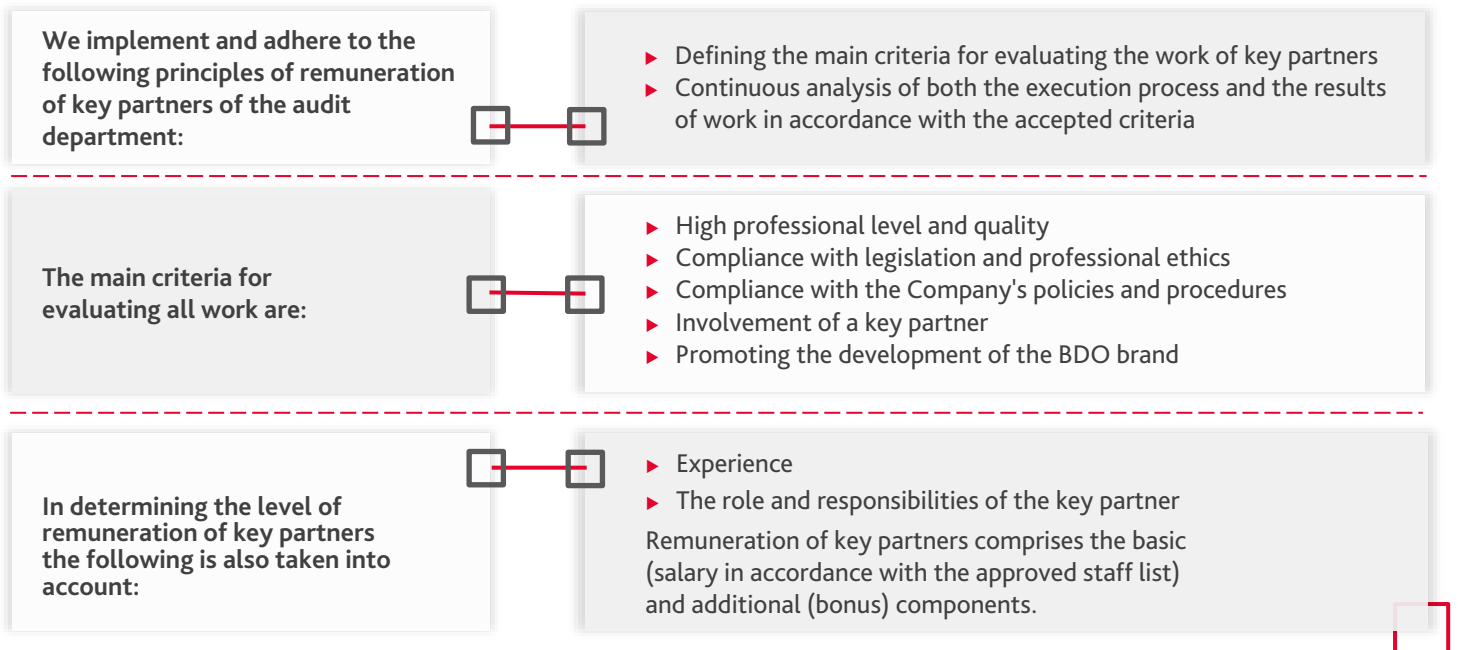
STATEMENTS ON INTERNAL QUALITY CONTROL EFFECTIVENESS

BDO's internal quality control system for audit services is designed to provide a basis for reasonable assurance that the audit engagements performed by the company meet the requirements and regulations of Ukrainian legislation in force.

Due to its inherent limitations, the quality control system cannot provide absolute assurance that all cases of non-compliance with current legislation and regulations will be prevented or detected; however, taking into account the available results of our audit control system, available quality assurance tools, results of quality monitoring systems, results of external inspections of regulators, action plans to address deficiencies and feedback, we confirm, with reasonable assurance, that during 2021 the internal quality control system has performed effectively.



Remuneration and rotation policy of key BDO in Ukraine audit partners and auditors



DESCRIPTION OF THE ROTATION POLICY OF KEY AUDIT PARTNERS AND AUDITORS INVOLVED IN THE STATUTORY AUDIT ENGAGEMENTS

Pursuant to the Law of Ukraine "On the audit of financial statements and audit activities", BDO in Ukraine has implemented internal policies and monitoring procedure over duration of the statutory audit assignment and rotation of key audit partners and auditors involved in the engagement of mandatory audit.

Those policies and monitoring provide for the gradual rotation of key partners and auditors within the period specified by law.

IBDO



Ongoing training of auditors (1/2)

In order to ensure high-quality audit, review, other assurance and related services, we pay considerable attention to continuous professional training of our auditors. BDO in Ukraine requires auditors take at least **120** hours of professional training over three years.

Employees of our Company:

- ▶ attend professional events in Ukraine — seminars, round tables, conferences, webinars, etc.;
- ▶ attend internal seminars and trainings on professional skills development are held on a continuous basis;
- ▶ read professional publications on economic issues, accounting and auditing;
- ▶ use the professional library and corporate knowledge base containing International Standards on Auditing and International Financial Reporting Standards (IFRS), as well as internal rules, policies and procedures;
- ▶ learn in practice by completing work tasks under the supervision of more experienced colleagues and receiving constant feedback from managers;
- ▶ have access to training materials from the international BDO network;
- ▶ attend international conferences of the BDO network on audit, accounting, taxes, etc.



Professional training for auditors in 2021:

- ▶ Audit methodology, ACCA, AICPA;
- ▶ IFRS, incl. ACCA DipIFR, AICPA IFRS and separate in-depth training on IFRS 7 and IFRS 9;
- ▶ Risk management and adherence to the principles of independence;
- ▶ GDPR and privacy policy;
- ▶ Digital Quotient Mindset (development of skills for effective use of modern digital technologies);
- ▶ Implementation of International Standard on Quality Management 1, International Standard on Quality Management 2 and revised International Standards on Auditing 220 and 315.



Comprehensive professional training program for new employees of the Audit Department in 2021:

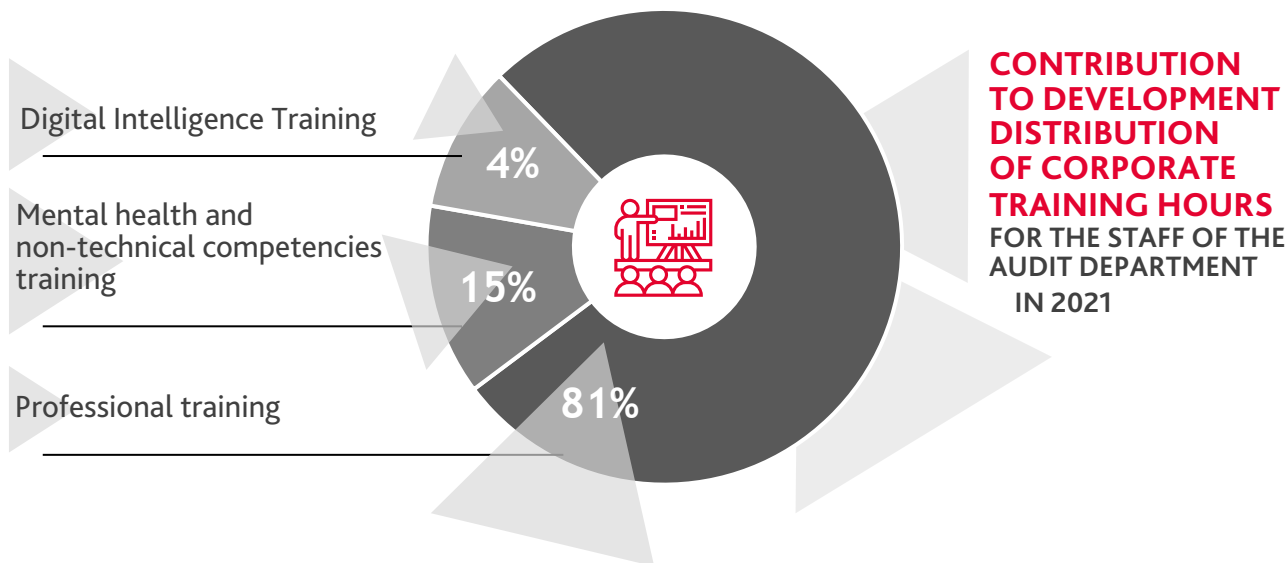
- ▶ Audit methodology;
- ▶ Review of International Standards on Auditing and other professional standards;
- ▶ Working with corporate audit software;
- ▶ Risk management and compliance with independence principles;
- ▶ GDPR and Personal Data Protection Policy;
- ▶ Cybersecurity and compliance with IT policies;
- ▶ Digital Quotient Mindset (development of skills to effectively use modern digital technologies in work).



Our new employees receive briefings that include training on the specifics of working in the company, information about its strategic values, services, cooperation with the international network of BDO and our approach to sustainable development.



Ongoing training of auditors (2/2)



Ongoing training of auditors, apart from the above factors, is also based on **70/20/10** model in our Company. This model demonstrates the possibility of ensuring a stable result and sustainable development of new knowledge, professional attitudes and behavior — and this is mainly due to training during working hours.

100% CONTRIBUTION TO DEVELOPMENT



Our Company encourages employees to become members of public professional organizations — in particular, the Union of Auditors of Ukraine, the Ukrainian Federation of Professional Accountants and Auditors (UFPAA), the Union of Tax Advisers of Ukraine (UTAU).



the Union of Auditors of Ukraine



the Federation of Professional Accountants and Auditors of Ukraine (FPBAU)



the Union of Tax Consultants of Ukraine (UTCU)

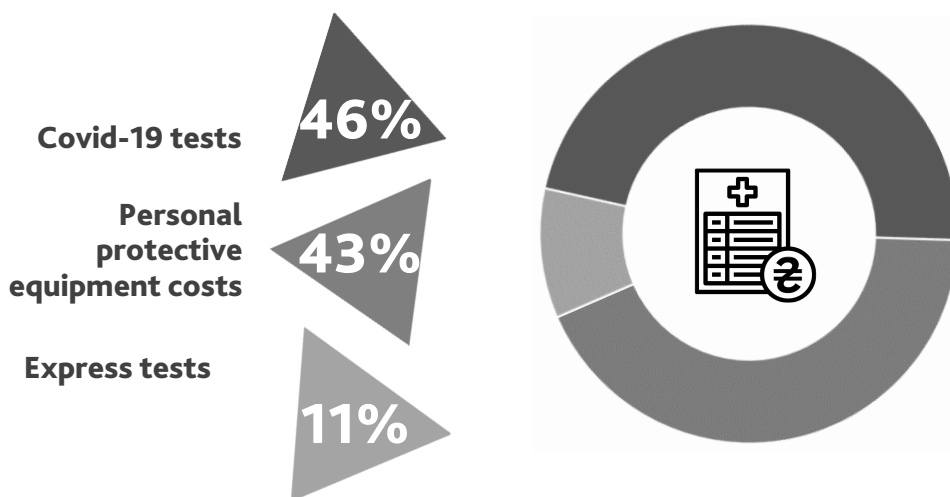
Control of Coronavirus disease

Since the beginning of the pandemic, in March 2020, BDO in Ukraine has been actively taking all necessary measures for health support of its employees and their families, customers and partners. In 2021, we continued to fight the pandemic and its consequences at the organizational level. In particular, we did the following:

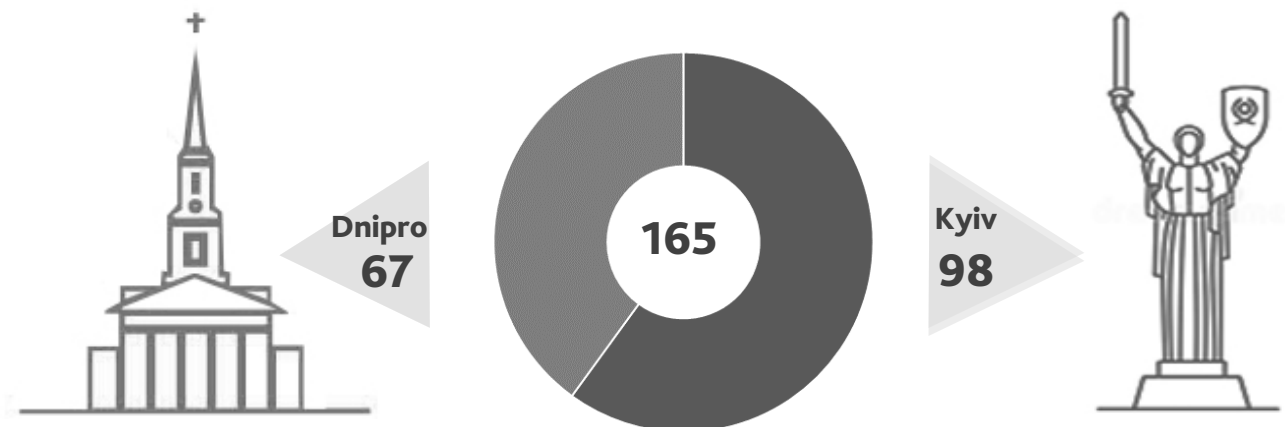
- ▶ All recommendations of local and state authorities were followed as much as possible.
- ▶ Masks and other personal protective equipment were always available in the offices.
- ▶ Disinfectants were installed.
- ▶ Contactless taps and dispensers were installed in the toilette facilities.
- ▶ Information materials were posted in the offices; e-mails with up-to-date recommendations were constantly sent.
- ▶ All employees of the company were given the opportunity to work from home.
- ▶ In the fall of 2021, the company's employees were offered an updated health insurance contract, covering Covid-19 treatment. The cost of the insurance program is fully covered by the company.
- ▶ All employees and their families were given the opportunity to have vaccinations and booster vaccinations either in the office or in an appropriate medical facility. We created comfortable conditions for vaccination in the office, where employees had the opportunity to receive Pfizer and Moderna vaccines. After vaccination, each employee had the opportunity to take a day off to rest and recuperate.

In 2021, the company spent about 150 thousand hryvnias to purchase personal protective equipment and cover the cost of Covid-19 tests for its employees.

Distribution of Covid-19 costs by categories:



165 employees were vaccinated in BDO in Ukraine's offices:



Mental Health project for employees of BDO in Ukraine

Remote work, to which Ukrainian companies switched on a massive scale during the COVID-19 pandemic at the beginning of 2020, has become a new challenge for business, both in terms of labor organization and the personnel management. In the face of a global crisis, in the first weeks of quarantine, BDO in Ukraine's team did incredible things having implemented internal digital transformation and optimized the work of employees, also by connecting Microsoft 365 products.

Any significant changes in working conditions can cause employees, if not stress, at least temporary discomfort. Limitation of "live" communication with colleagues, insufficient physical activity, uncertainty over the future — all of this became factors that brought stress both to work and to the psychological well-being of employees, which led to more frequent cases of misunderstanding in the team. The questions we were trying to address were: How can we, as an employer, support our employees in this situation? How to preserve their effectiveness? What activities will help our employees recover their resources in order to better cope with work tasks?

Mental Health project for BDO in Ukraine during 2021:

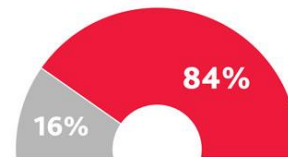


- **11 lectures**, almost **16 hours** in total
- **9 hours** of mindfulness practice

- average number of visits of the trainings is **60 employees**



84% would you like to continue
Mental Health activities

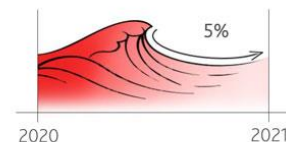


During quarantine, staff can be supported not only through recreational activities or team building, but also through demonstrating real health care

The Mental Health Project is a series of preventive activities related to mental health and emotional well-being. The subjects of the lectures are mental health and disorders, well-being, stress management, resilience, resourcefulness, emotional literacy, assertiveness and ecological team communication, as well as helpful mindfulness practices.

Progress of Mental Health implementation

- **5% less stress in the company**
compared to 2021 (2020 – 71% and 2021 – 66%)



- **4% more employees:**
 - who feel treated as valued professionals
 - who believe our company is the best place to work for them

- **eNPS indicators has increased by 17 points per year**



BDO in Ukraine **financial information** 2021

- ▶ Revenues from permitted non-audit services to public interest entities
8 433,7 thousand UAH



- ▶ Revenues from statutory audit of financial statements of public interest entities and entities belonging to the group of companies, whose parent company is such entity
33 414,4 thousand UAH



- ▶ Revenues from services for the statutory audit of financial statements of other legal entities
11 518,1 thousand UAH



- ▶ Revenues from non-audit services to other legal entities
32 550,1 thousand UAH



Public Interest Entities that received statutory audit services

Below is a list of entities provided for in paragraph 2.6 of Article 37 of the Law of Ukraine “On Audit of Financial Statements and Audit Activities”, based on the results of the statutory audit of financial statements whereby BDO LLC provided an audit report in 2021

PJSC State Food and Grain Corporation of Ukraine
JSC Zhytomyr Butter Plant
JSC Idea Bank
SJSC Artem
Ukrspetsexport SE
SE Zhytomyr Armored Plant
Ivchenko-Progress SE
SE Aviacon
SE Plant named after V.O. Malisheva
SE Mykolaiv Shipbuilding Plant
SE Eastern Mining and Processing Plant
SE Kharkiv Design Bureau of Engineering
Named after A.A.Morozov
SE Antonov
Lutsk Repair Plant Motor
SE NNEGC Energoatom
UKROBORONSERVICE SC
SE SFTE Spets TechnoExport
Boryspil IA SE
SE Zorya - Mashproekt
SE State Kyiv Design Bureau "Luch"
Production Company NVK Iskra
NPC Ukrenergo
PJSC Energomashspetsstal
PJSC Kryukiv Carriage Building Plant
Amik Ukraine FDI
Uman Greenhouse Plant
PE "Organic Systems"

PJSC "House of vintage cognacs" Tavria"
PJSC "Kyiv Cardboard and Paper Mill"
PJSC Mondelis Ukraine
PJSC Insurance Company" Ukrainian
Insurance Group
PJSC International Airlines of Ukraine
PSP Agricultural firm Rodnichok
JV Poltava Petroleum Company
ALLC Agrofirma Korsun
ALLC AF Zlagoda
LLC Alliance Energy Trade
LLC Agrofirma Batkivshchyna
LLC BC Olvia
LLC BNK-Ukraine
Infox LLC
KBTZ LLC
Kishchentsi LLC
LLC Natasha-Agro
LLC Poletekhnika
Potoky LLC
Promvagontrans LLC
SAV-Distribution LLC
Glass Alliance LLC
Generous LLC
LLC Jabil Circuit Ukraine limited
Master-Avia LLC
FP Orhanik Systems
Kharkiv State Aviation Production Enterprise



BDO GLOBAL STATISTICS 2021



GLOBAL PRESENCE

95,414
PEOPLE +6.8%

1,713
OFFICES

164
COUNTRIES &
TERRITORIES



GLOBAL REVENUE

US\$ 11.8 billion

+10.8% * **↑** REVENUE INCREASE
* (at constant exchange rates)

Net income received by BDO EU / EEA for the provision of statutory audit services **€ 605.172.068**

BDO Global Network overview

Council

- ▶ One member firm, one vote
- ▶ Approves the central budget, appoints the Board of the Global Network and approves the BDO Statutes

Global Network Board

- ▶ Representatives of major member firms: Australia, Canada, China, Germany, Netherlands, United Kingdom and United States
- ▶ Sets policy and determines network priorities
- ▶ Controls the work of Global Steering Group (GLT)

Steering group

- ▶ Directors General of the Network for Audit and Consulting, Taxation, Human Resources and Development, Business Development and Marketing, IT, at the global and regional levels, and the International Secretary
- ▶ Coordinates the regular activities of the network

Regional Board

- ▶ Representatives of each country / largest member firm in the region
- ▶ Provides strategic communication, coordination and cooperation activities within regions

International Committees

- ▶ Includes specialists from member firms
- ▶ Global Steering Group Reporting (GLT)
- ▶ Development of International Policies and Guidelines

Legal form and structure of the network

The BDO network is an international network of independent accounting, tax and consulting firms that are members of BDO International Limited and provide professional services under the BDO brand.

BDO International Limited is a management company of the BDO network, which establishes obligations for membership of BDO member firms. The BDO Network reports to the Board, the Global Network Board and the BDO International Limited Steering Group. Each of BDO International Limited, Brussels Worldwide Services BVBA and BDO member firms are separate legal entities and not liable for any other acts or omissions of such entity. BDO International Limited and Brussels Worldwide Services BVBA do not provide any professional services to clients. This is done exclusively by BDO member firms.

Main committees:

- ▶ Audit Innovation Control Committee
- ▶ Audit Steering Committee
- ▶ Tax Advisory Committee
- ▶ International Risk Management Committee
- ▶ International Committee for Business Development and Brand Marketing
- ▶ International Committee on Personnel and Development
- ▶ International IT Committee



EEA EU BDO list of firms 2021

COUNTRY	TERRITORY	NAME OF THE AUDIT FIRMS IN YOUR TERRITORY
AUSTRIA	Austria	BDO Salzburg GmbH Wirtschaftsprüfungs - und Steuerberatungsgesellschaft
	Austria	BDO Austria GmbH Wirtschaftsprüfungs - und Steuerberatungsgesellschaft
	Austria	BDO Steiermark GmbH Wirtschaftsprüfungs - und Steuerberatungsgesellschaft
	Austria	BDO Oberösterreich GmbH Wirtschaftsprüfungs - und Steuerberatungsgesellschaft
	Austria	BDO Audit GmbH, Vienna
BELGIUM	Belgium	BDO Bedrijfsrevisoren BV / Réviseurs d'Entreprises SRL
BULGARIA	Bulgaria	BDO Bulgaria OOD
CROATIA	Croatia	BDO Croatia D.O.O.
	Albania	BDO ALBANIA LLC
	Kosovo	BDO KOSOVO
	Sarajevo	BDO BH d.o.o. Sarajevo
CYPRUS	Cyprus	BDO Limited
CZECH REPUBLIC	Czech Republic	BDO Audit s.r.o
	Czech Republic	BDO Group s.r.o.
	Czech Republic	BDO Czech Republic s.r.o.
DENMARK	Denmark	BDO Statsautoriseret revisionsaktieselskab
		BDO Holding V, Statsautoriseret Revisionsaktieselskab
ESTONIA	Estonia	Aktsiaselts BDO Eesti
FINLAND	Finland	BDO Oy
	Finland	BDO Audiator Oy
	Finland	Finnpartners BDO Oy
FRANCE	France	BDO France
	France	BDO AUDIT DES ACTIVITES SOCIALES
	France	BDO PARIS ENTREPRISES
	France	BDO PARIS AUDIT PME
	France	BDO ATLANTIQUE
	France	BDO RENNES
	France	BDO LYON AUDIT
	France	BDO IDF
	France	BDO LES HERBIERS
	France	BDO FONTENAY LE COMTE
	France	BDO NANTES
	France	BDO LES ULIS
	France	BDO Paris Audit & Advisory
	France	BDO Méditerranée
GERMANY	Germany	BDO AG Wirtschaftsprüfungsgesellschaft
	Germany	BDO Oldenburg GmbH & Co KG Wirtschaftsprüfungsgesellschaft
	Germany	BDO DPI AG Wirtschaftsprüfungsgesellschaft
	Germany	BDO Dr. Daiber Audit GmbH Wirtschaftsprüfungsgesellschaft
GIBRALTAR	Gibraltar	BDO Limited
GREECE	Greece	BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.
	Greece	BDO Services SA
HUNGARY	Hungary	BDO Hungary Audit Ltd
ICELAND	Iceland	BDO ehf.
IRELAND	Ireland	BDO
ITALY	Italy	BDO Italia S.p.A.



EEA EU BDO list of firms 2021

КРАЇНА	ТЕРИТОРІЯ	НАЗВА АУДИТОРСЬКИХ ФІРМ
SPAIN	Spain	BDO Auditores, S.L.P.
		BDO Audiberia Abogados y Asesores Tributarios, S.L.P.
LATVIA	Latvia	SIA BDO ASSURANCE
LIECHTENSTEIN	Liechtenstein	BDO (Liechtenstein) AG
LITHUANIA	Lithuania	BDO Auditas ir Apskaita, UAB
LUXEMBOURG	Luxembourg	BDO Audit
MALTA	Malta	BDO Malta CPAs
NETHERLANDS	Netherlands	BDO Audit & Assurance B.V.
NORWAY	Norway	BDO AS
POLAND	Poland	BDO Spółka z ograniczoną odpowiedzialnością Sp. K.
	Poland	BDO Legal Latala is Wspólnicy Sp.K. (non-voting Firm)
PORTUGAL	Portugal	BDO & Associados, SROC, Lda
ROMANIA	Romania	BDO Audit SRL
	Romania	BDO Auditors & Accountants SRL
	Romania	BDO Auditors and Business Advisors SRL
SLOVAK REPUBLIC	SlovakRepublic	BDO Audit, spol. s r.o.
SLOVENIA	Slovenia	BDO Revizija d.o.o.
SWEDEN	Sweden	BDO AB
	Sweden	BDO Göteborg AB
	Sweden	BDO Göteborg Intressenter AB
	Sweden	BDO Göteborg KB
	Sweden	BDO Mälardalen AB
	Sweden	BDO Mälardalen Intressenter AB
	Sweden	BDO Norr AB
	Sweden	BDO Norr Intressenter AB
	Sweden	BDO Stockholm AB
	Sweden	BDO Sweden AB
	Sweden	BDO Syd AB
	Sweden	BDO Syd Intressenter AB
	Sweden	BDO Syd KB



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