

YOUR ONE-STOP PARTNER

SCHNEIDER GROUP services portfolio in Eastern Europe, Central Asia and Caucasus



About us

Since 2003

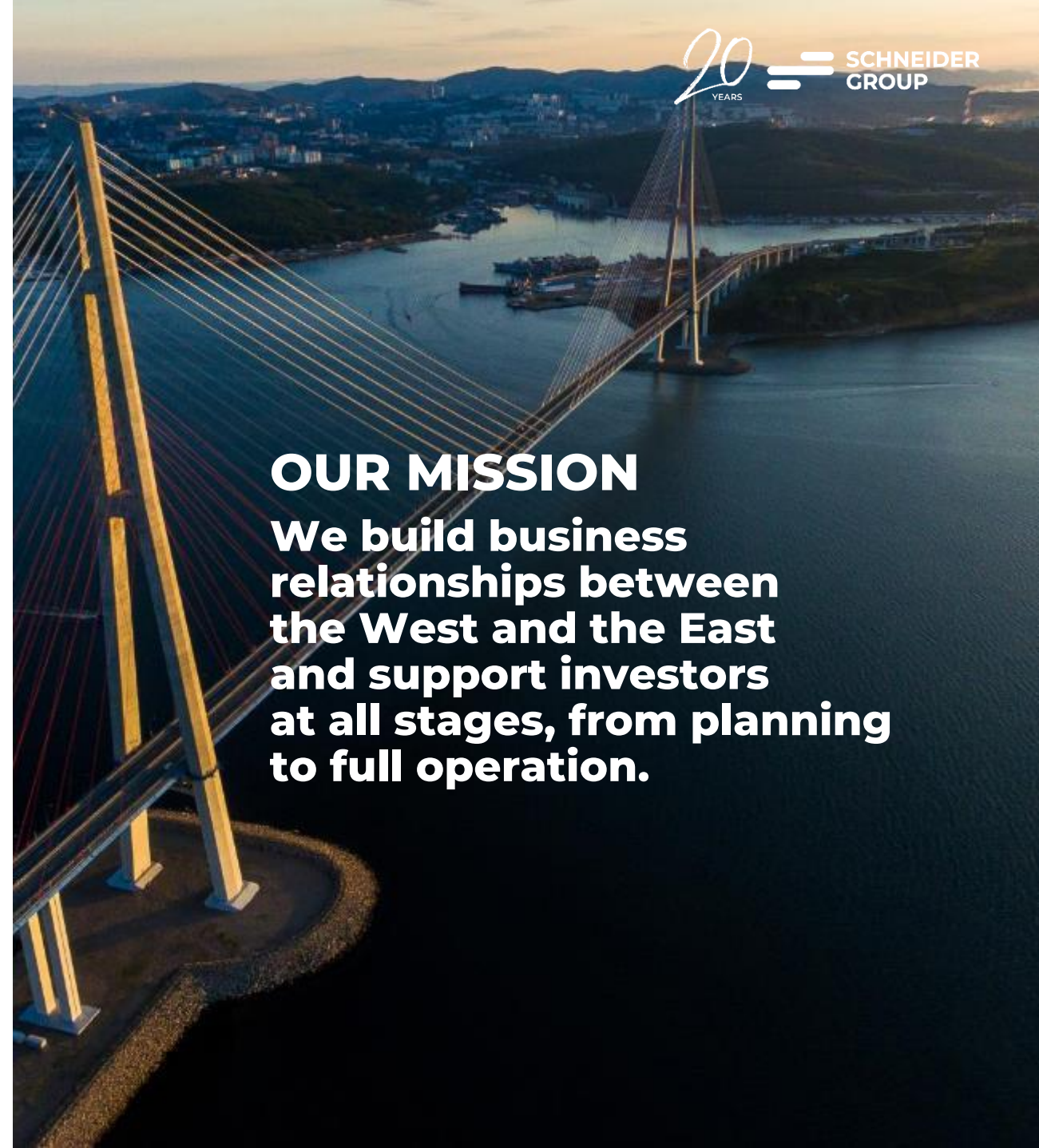
SCHNEIDER GROUP has been helping businesses to expand into Eastern Europe, Central Asia and Caucasus

500+ employees

take care of all supporting business functions, so the customers can focus on establishing a strong presence in their new region

16 offices in 13 countries

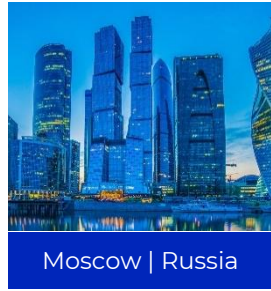
to help building core business in a new market



OUR MISSION

We build business relationships between the West and the East and support investors at all stages, from planning to full operation.

Our offices



Moscow | Russia

2003



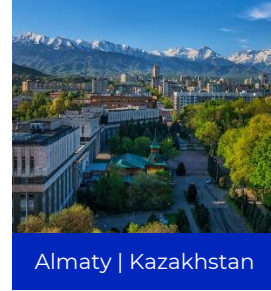
St. Petersburg | Russia

2004



Kyiv | Ukraine

2006



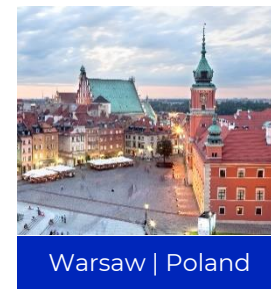
Almaty | Kazakhstan

2007



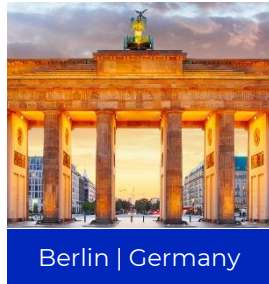
Minsk | Belarus

2009



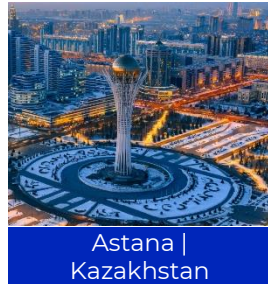
Warsaw | Poland

2012



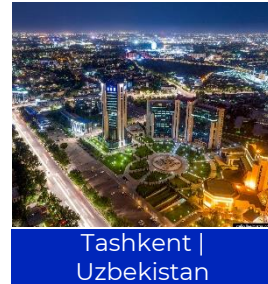
Berlin | Germany

2015



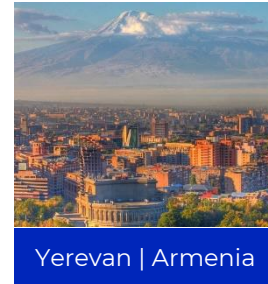
Astana | Kazakhstan

2016



Tashkent | Uzbekistan

2018



Yerevan | Armenia

2018



Atyrau | Kazakhstan

2019



Vienna | Austria

2020



Bishkek | Kyrgyzstan

2022



Baku | Azerbaijan

2022



Tbilisi | Georgia

2023



Vilnius | Lithuania

2023

Our team



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Services portfolio

CROSS-BORDER

BUSINESS MANAGEMENT

- Market research & business partner search
- Market representative function
- Import, export, customs clearance and certification
- Business setup
- Manufacturing localization
- Turnkey office packages
- Payment agent services

ACCOUNTING, FINANCE & CONTROL

Complete accounting outsourcing | Management reporting | CFO function & business planning | Accounting & reporting review | Accounting & reporting recovery

IT SOLUTIONS & DIGITAL CONSULTING

Electronic HR management | EDI / EDO implementation | 1C / SAP implementation and integration | 1C/SAP & user support | 1C add-ons & customization | Digital marketing

PAYROLL SOLUTIONS & HR CONSULTING

Payroll calculation | Personnel recruitment & assessment | Employee records management | Employer of record

OPERATIONAL RISKS AND EFFICIENCY

Business processes efficiency review | Internal audit (risks and controls review) | Compliance audit

INTERIM MANAGEMENT (TEMPORARY GENERAL DIRECTOR)

LEGAL & TAX CONSULTING

Corporate law | Commercial law | Real estate & construction | IP rights protection | Labor & migration law | Tax law and transfer pricing | Compliance

MARKET ENTRY

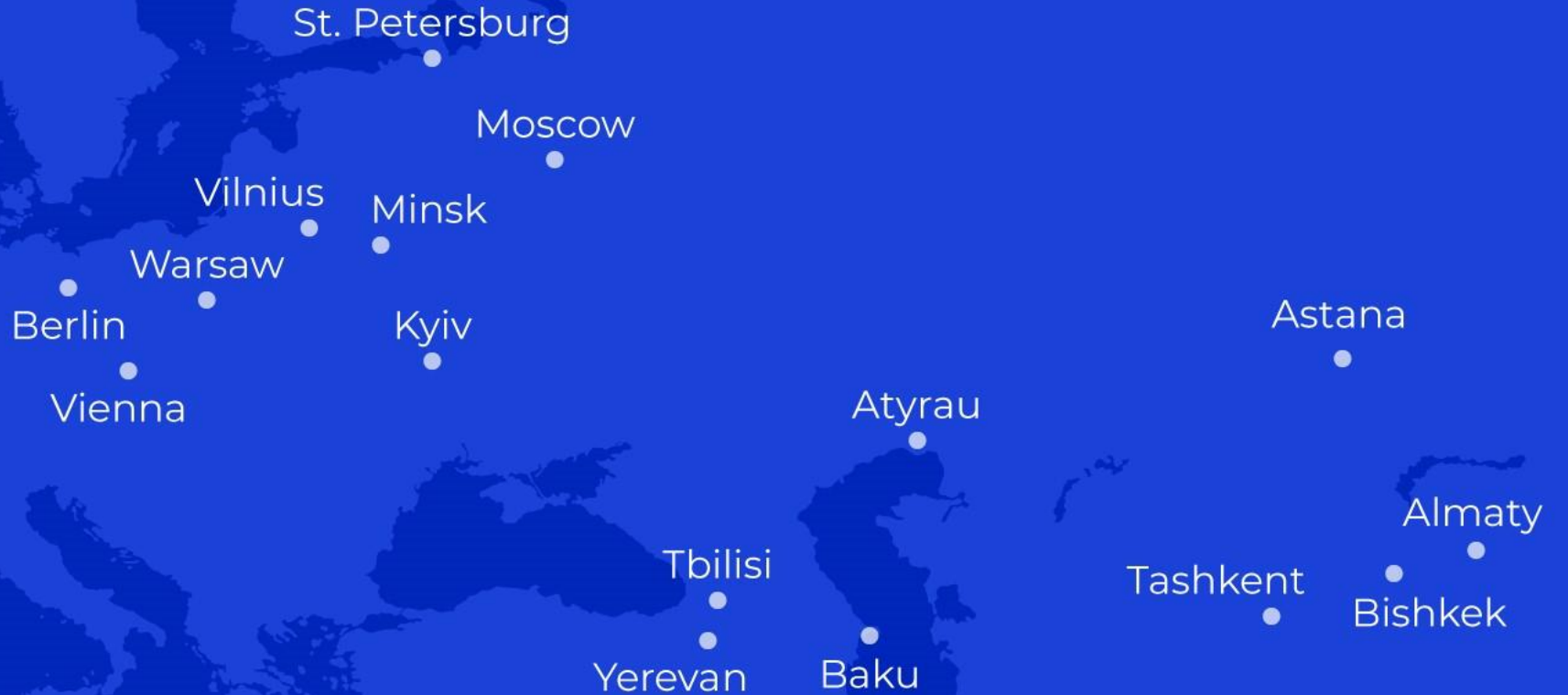
MARKET PRESENCE

16 CITIES
13 COUNTRIES
1 TEAM

20
YEARS



**SCHNEIDER
GROUP**



**Cross-border business
management**

Our services

MARKET RESEARCH

BUSINESS PARTNER SEARCH CERTIFICATION

BUSINESS SETUP

MARKET REPRESENTATIVE FUNCTION

CUSTOMS CLEARANCE IMPORT-EXPORT

MANUFACTURING LOCALIZATION

INTERIM MANAGEMENT TURNKEY OFFICE PACKAGES

Why SCHNEIDER GROUP

20 years

helping international businesses to expand into Eastern Europe, Central Asia and Caucasus

Full range of services

for successful business start in a new region: from market analysis to manufacturing localization

Holistic approach

we consider each specific customer's task as a step towards the long-term success in the new market

Local expertise

team of local experts guided by international management

One-stop-shop principle

to save time for partner search and communication

Customer advocacy

support the client in negotiations to enable access to non-obvious benefits & incentives



**Legal, tax
and compliance**

Our services

CORPORATE LAW

MERGERS & ACQUISITIONS COMPLIANCE

COMMERCIAL LAW

INTELLECTUAL PROPERTY RIGHTS PROTECTION

REAL ESTATE AND CONSTRUCTION TAX LAW

DISPUTE RESOLUTION TRANSFER PRICING

LABOR AND MIGRATION LAW

Why SCHNEIDER GROUP

50+ years

combined experience of 2 Partners leading the legal & tax practice

30+ experts in 13 countries

to support customers throughout Eastern Europe, Central Asia and Caucasus

Wide partner network

collaborate with reliable partners to help customers in the regions where we do not have own expertise

- **Individual approach**
offer hands-on practical solutions tailored to the customer's business needs
- **One-stop-shop approach**
include into the project own experts from other departments when needed
- **Qualified team**
company and team members are regularly ranked top in local and international ratings of lawyers and law firms

Interim management

Temporary C-level executives

- Rapid provision of highly skilled professionals
- Cost savings (part-time employees or management fees)
- Full transparency to foreign mother-company
- Business continuity in crisis situations
- Market entry solution
- Back up (2nd General Director) for administrative tasks
- Liquidator by market exit
- Anti-crisis and emergency support

Why SCHNEIDER GROUP

Country-experts

- Country-specific long-term managerial experience
- Fluent in local and at least one foreign language

Complete understanding of international business principles

- Compliance with intra-group guidelines
- Full transparency for head-office





Accounting, finance & control

Our services

COMPLETE ACCOUNTING OUTSOURCING

MANAGEMENT REPORTING (RAS / IFRS / GAAP / HGB)

CHIEF ACCOUNTANT FUNCTION

CFO FUNCTIONS AND BUSINESS PLANNING INTERNAL CONTROLLER FUNCTIONS

ACCOUNTING AND REPORTING REVIEW

ACCOUNTING AND REPORTING RECOVERY

ACCOUNTING AND REPORTING PROCESSES OPTIMIZATION

SETUP OF INTERNAL CONTROLS OVER FINANCIAL REPORTING

Why SCHNEIDER GROUP

150+

IPBR, DipIFR, CIMA, ACCA, etc. certified team members to address accounting & reporting tasks of any complexity

Quality of service

65% of our clients have been with us for **5 years**, **15%** stay for **10+ years**

USD 2 million

professional services insurance – **never claimed** since company foundation

Integration into the clients' business processes

to identify risks and provide analytics for well-informed decision making

Emergency support

during inspections, preparation of statutory & other reporting in tough deadlines, etc.

Nº1 in accounting outsourcing

in Russia in 2020 according to RAEX ranking

A woman with glasses and a plaid shirt is sitting at a desk in a server room, looking at a computer monitor. The monitor displays a complex network diagram with nodes and connections. In the background, other computer monitors and server racks are visible, illuminated by blue light. A man is also visible in the background, working at another computer.

IT-solutions and digital consulting

Our services

ELECTRONIC HR RECORDS MANAGEMENT

IT-SECURITY CONSULTING **EDI / EDO IMPLEMENTATION**

DIGITAL MARKING

1C / SAP IMPLEMENTATION

1C / SAP AND USER SUPPORT

1C ADD-ONS AND CUSTOMIZATION

Why SCHNEIDER GROUP

Holistic approach to business-process automation

support customers in automation strategy development and implementation and provide post-project support

Practical experience

for 2 out of 3 clients we take over accounting and reporting tasks after system implementation

Convenience and ease of use

provide best practice solutions and system and user support

Automation and customization of:

- financial accounting
- sales and distribution (order to cash)
- goods and materials movement
- purchase to pay
- replenishment planning and execution
- manufacturing planning and execution
- sales forecasts, sales planning, etc.
- budgeting and cost control

20
YEARS

SCHNEIDER
GROUP

Payroll solutions and HR-consulting



Our services

EMPLOYEE RECORDS MANAGEMENT

PAYROLL CALCULATION

PERSONNEL RECRUITMENT AND ASSESSMENT

EMPLOYER OF RECORD

HUMAN RESOURCE

OPTIMIZATION

Why SCHNEIDER GROUP

Comprehensive HR-support

from EoR to employee records management and payroll calculations of any complexity

Personal HR-manager

to answer the questions of customer's employees

Risk mitigation

timely update of employee records and payroll calculation policies according to legislative changes

Flexibility

serve as the complete back-office and help the customer build own HR service

Smooth audits & inspections

update and recovery of missing documents to successfully pass mandatory audits

Paperless HR documents exchange

time and cost savings for employee records management and excellent quality of service



Operational risks and efficiency

Our services

INTERNAL AUDIT

BUSINESS PROCESSES EFFICIENCY REVIEW

COMPLIANCE AUDITS

POLICIES AND PROCEDURES DEVELOPMENT

Why SCHNEIDER GROUP

Hands-on approach

improvement recommendations based on own practical experience of accounting & reporting preparation for our customers

Industry experience

provide benchmarks for comparison and offer best practices from a specific industry

80%

of team members with local and international certificates in audit and accounting

Tailor-made solutions

full flexibility in timelines and subject for audit, urgent audits if required

Local expertise

rely on own experience of doing business in a specific region

Prioritization

rank the identified risks according to their possible impact

Validated by customers



Case study: THYSSEN SCHACHTBAU

Services rendered

- Interim management
- Legal & tax consulting
- Transfer pricing
- Accounting outsourcing
- Management reporting
- ERP implementation, integration & support
- Payroll calculations

«SCHNEIDER GROUP provides a full-fledged back office staff for THYSSEN SCHACHTBAU to support projects associated with the EAEU, ensuring high quality bookkeeping, tax accounting, payroll calculation and report preparation. As a partner, SCHNEIDER GROUP helps us to choose optimal methodologies and disseminate best practices to all construction sites.»

Grigori Galuschko
Head of representative office
THYSSEN SCHACHTBAU GMBH Norilsk

Case study: car components manufacturer

Greenfield project to build manufacturing plant in Russia

- Search for and due diligence of land plots
- Assessment of investment conditions
- Support in negotiations with regional authorities
- Preparation of design & construction contracts, coordination with the main contractor
- Preparation of the contract for equipment supply and installation



The plant was successfully put into operation within 2 years

Case study: vendor of high-tech public transportation solutions

SCHNEIDER GROUP lawyer acts as the interim General director for the Ukrainian business entity and advises HQ on administrative, financial and legal matters on a daily basis

- **50+** governmental and court requests are handled on the average **annually**
- Ukrainian entity was exposed to **0** **fines for more than 4** years



**Focus on your
core business.
We will take care
of the rest.**

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www.schneider-group.com

