

# 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 clients 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**

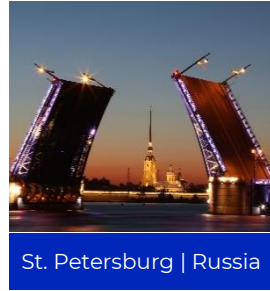
**We build business relationships between the West and the East and support investors at all stages, from planning to full operation.**

# Our offices



Moscow | Russia

2003



St. Petersburg | Russia

2004



Kyiv | Ukraine

2006



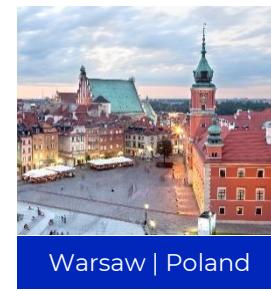
Almaty | Kazakhstan

2007



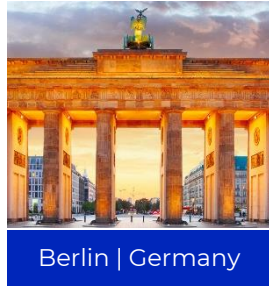
Minsk | Belarus

2009



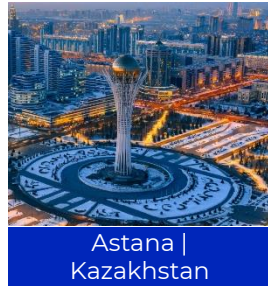
Warsaw | Poland

2012



Berlin | Germany

2015



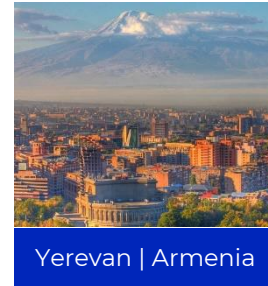
Astana | Kazakhstan

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

# 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**

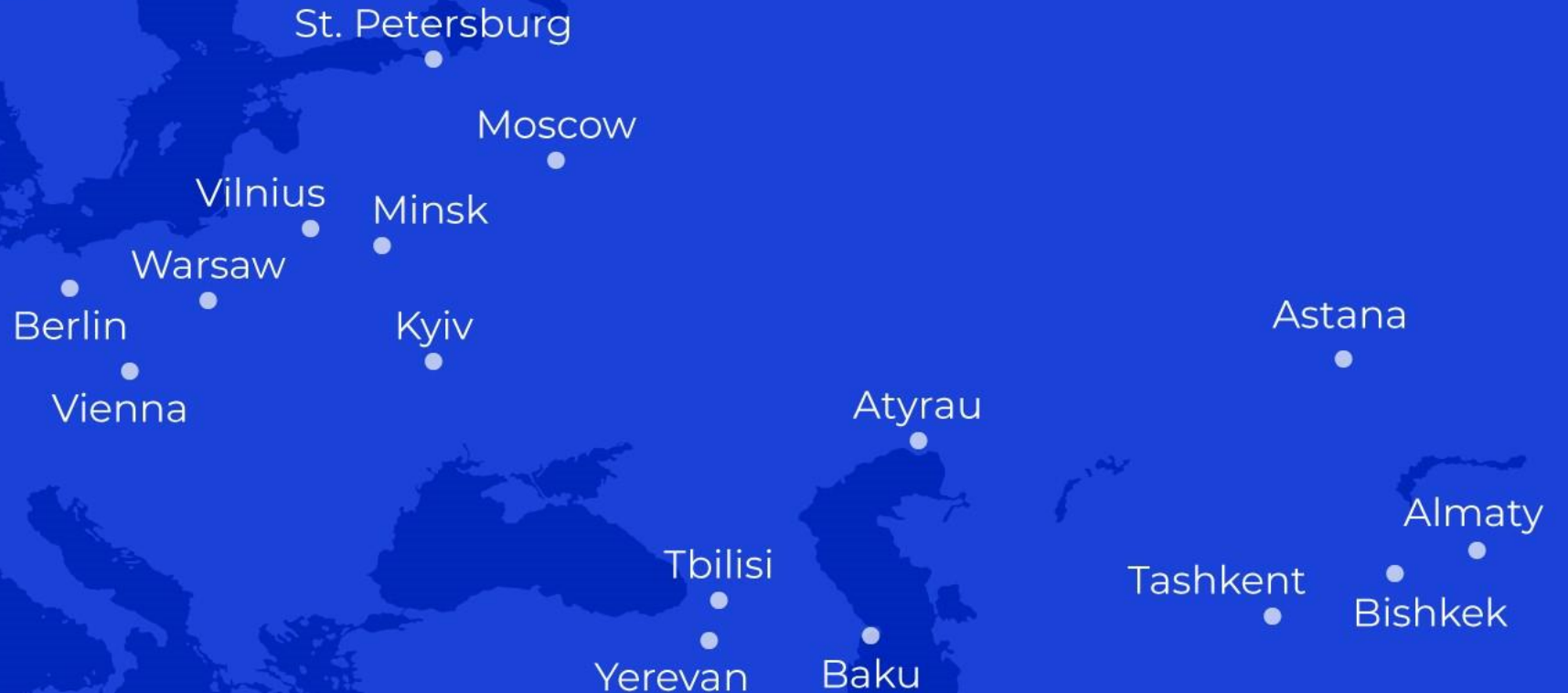
**MARKET PRESENCE**

**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

# Cross-border business management team



**Yeva Voskanyan**  
Director, Armenia



**Bayram Rahimov**  
Head of office, Azerbaijan



**Natalia Shulzhenko**  
Partner, Belarus



**Anuki Okromchedlishvili**  
Head of office, Georgia



**Kirill Afanasyev**  
Partner, Kazakhstan



**Jolita Leparskienė**  
Head of Office, Lithuania



**Monika Zdziarska**  
Head of office, Poland



**Dr. Thomas Mundry**  
Partner, Russia



**Natalia Wilke**  
Partner, Russia



**Yuri Donets**  
Partner, Ukraine



**Nodir Ayupov**  
Partner, Uzbekistan





**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 clients throughout Eastern Europe, Central Asia and Caucasus

## **Wide partner network**

collaborate with reliable partners to help clients 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

# Legal, tax & compliance team



**Yeva Voskanyan**  
Director, Armenia



**Sergey Odintsov**  
Head of Legal & Tax, Belarus



**Dina Jazyzbekova**  
Legal Director, Kazakhstan



**Mariya Nazarova**  
Tax Director, Kazakhstan



**Dr. Thomas Mundry**  
Partner, Russia



**Natalia Wilke**  
Partner, Russia



**Artem Barinov**  
Director Legal & Tax, Ukraine

# 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 (2<sup>nd</sup> 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



# Interim management team



**Yeva Voskanyan**  
Director, Armenia



**Bayram Rahimov**  
Head of office,  
Azerbaijan



**Natalia Shulzhenko**  
Partner, Belarus



**Kirill Afanasyev**  
Partner, Kazakhstan



**Christopher Schagerl**  
Partner, Russia



**Natalia Wilke**  
Partner, Russia



**Yuri Donets**  
Partner, Ukraine



**Nodir Ayupov**  
Partner, Uzbekistan





# 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

# Accounting, finance & control team



**Yeva Voskanyan**  
Director, Armenia



**Bayram Rahimov**  
Head of office,  
Azerbaijan



**Natalia Shulzhenko**  
Partner, Belarus



**Lyudmila Malsagova**  
Fin & Acc. Director,  
Kazakhstan



**Monika Zdziarska**  
Head of office, Poland



**Alexey Kozlov**  
Partner, Russia



**Ekaterina Kvaskova**  
Partner, Russia



**Yuri Donets**  
Partner, Ukraine



**Nodir Ayupov**  
Partner, Uzbekistan



**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 clients 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

# IT solutions and digital consulting team



**Sergey Danilyuk**  
Director, ERP & IT,  
Russia



**Yuriy Krasilnikov**  
Head of IT Business  
Applications, Russia



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

# Payroll solutions & HR-consulting team



**Natalia Zolotaya**  
HR Project Lead, Belarus



**Monika Zdziarska**  
Head of office, Poland



**Irina Mineeva**  
Head of HR services, Russia



# 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 clients

## 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

# Operational risks & efficiency team



**Natalia Shulzhenko**  
Partner, Belarus



**Lyudmila Malsagova**  
Finance & Accounting  
Director, Kazakhstan



**Ekaterina Kvaskova**  
Partner, Russia



# Validated by clients



## 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.**

[info@schneider-group.com](mailto:info@schneider-group.com)  
[www.schneider-group.com](http://www.schneider-group.com)

