

# ANNUAL REPORT

2019–2020



Nexia  
DK



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# THE STORY OF NEXIA DK

**Nexia DK** is a Group of companies, member of Nexia International - a leading global network of independent accounting and consulting firms. Today, we are a leading company in the Ukrainian market of audit, law, valuation, tax and management consulting.



## 2003

The Company was established. Start of Audit and Tax practices

## 2005

Start of IT and Management Advisory practices

## 2006

Start of Legal practice

## 2008

Nexia DK joined **Nexia International** - a leading global network of independent accounting and consulting firms.

**Nexia International:**

- 258 member companies in the network
- 727 offices across the globe
- Companies in 125 countries
- Over 32,000 employees
- 3,442 partners

## 2008

Member of the European Business Association in Ukraine and other business communities.

## 2009

Start of Valuation practice

## 2010-2013

Implementation of international management and development standards

## 2013

IPO-partner of Warsaw Stock Exchange

## 2012-2016

Implementation of BAS EBRD projects

## 2016

Award from prestigious Corporate INTL Magazine as: "Full Service Accountancy Firm of the Year in Ukraine"

## 2019

Nomination for the HR Brand Ukraine 2019 award

## 2019

Status of ACCA accredited employer in Professional Development.

## 2020

Nexia International was ranked No. 8 in the new ranking The Accountancy Age Top 20 International Networks 2020

## 2021-2022

Global partner for your business

# FINANCIAL PERFORMANCE

Nexia International continues to grow and show good performance results. In 2020, the network's overall income increased by 5 per cent compared with the previous year, and has reached **USD 4.5 billion**

## Nexia International income dynamics



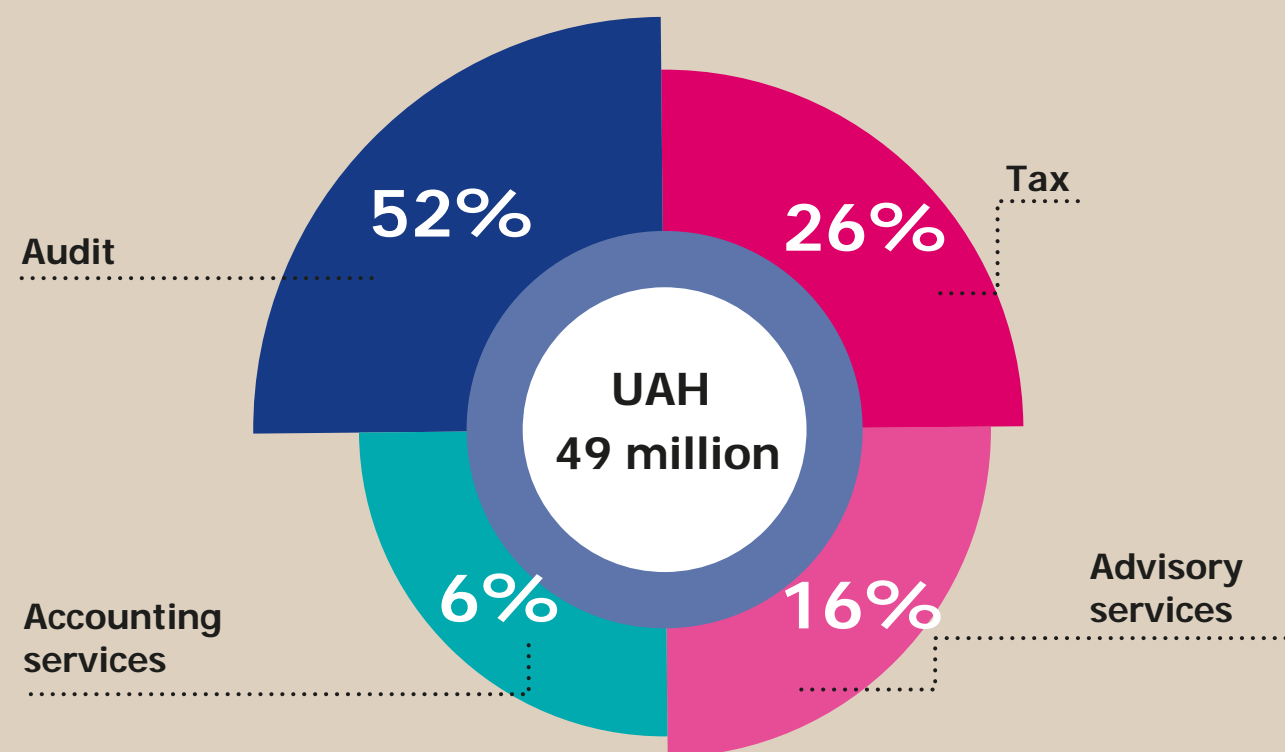
## Nexia Ukraine income in 2020

**UAH 89 million**

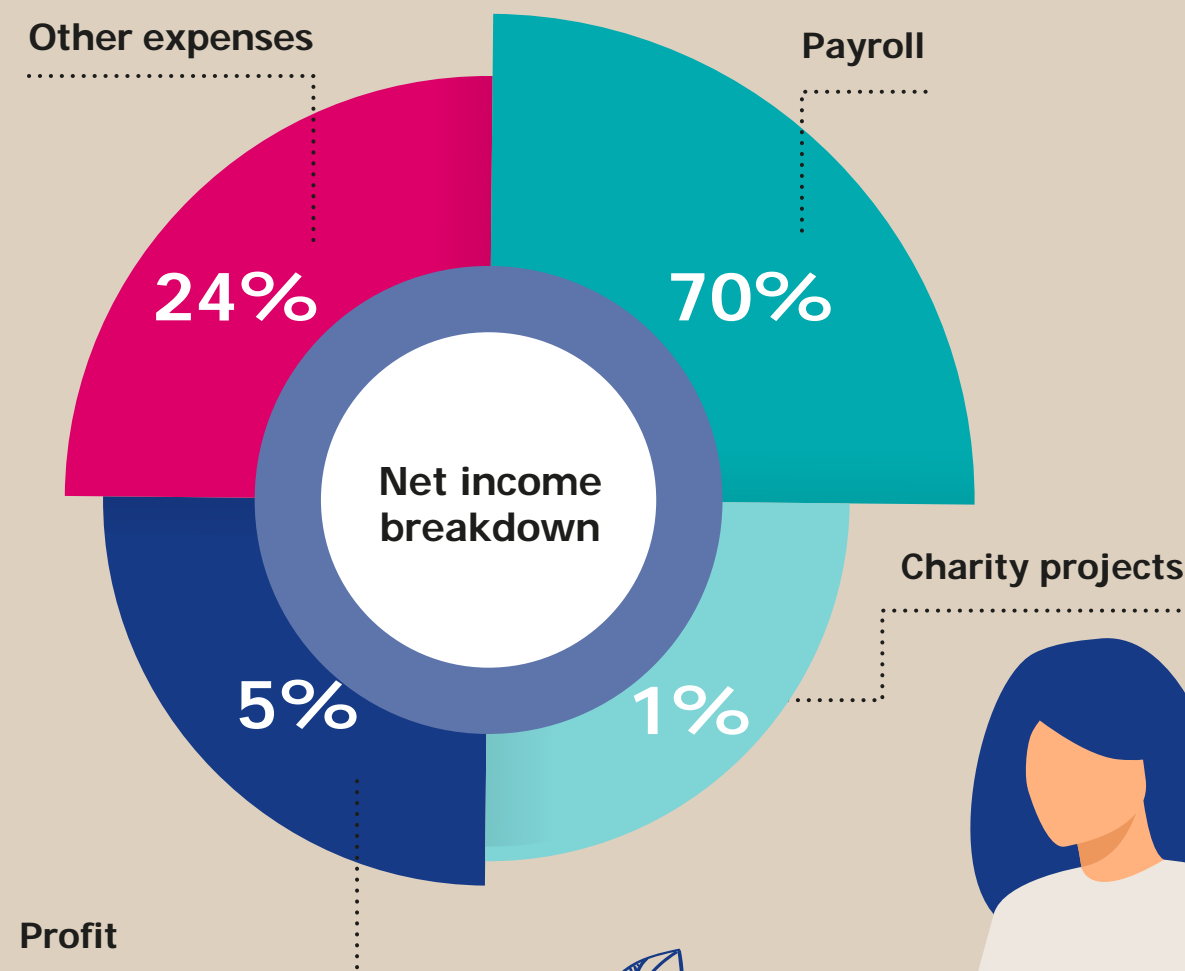
## Nexia Ukraine income dynamics



## Nexia DK income in 2020- **UAH 49 million**



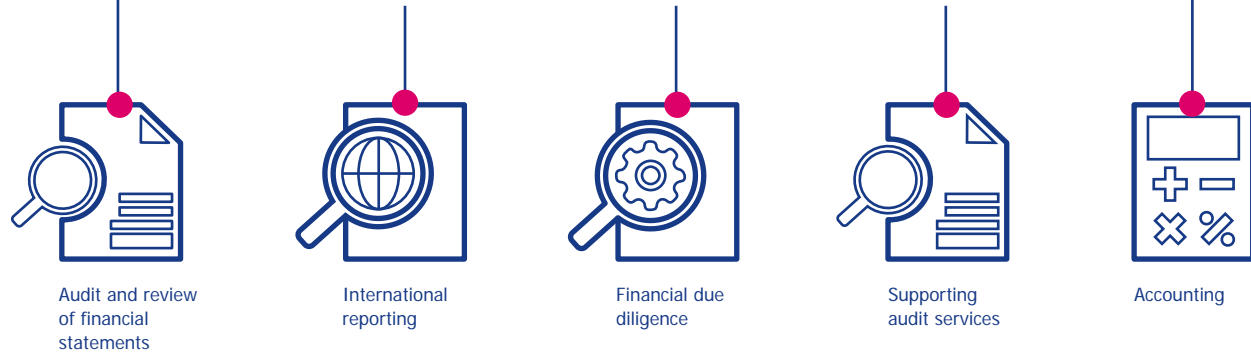
# NET INCOME BREAKDOWN



# OUR SERVICES AND CLIENTS

Nexia DK offers a wide range of comprehensive solutions for business. All our professional skills, experience with the industry and our ongoing involvement in real business activities help us predict risks, prevent potential complex problems and recommend some preventive measures

## AUDIT, ACCOUNTING AND ASSURANCE



## TAXES AND LEGAL SERVICES

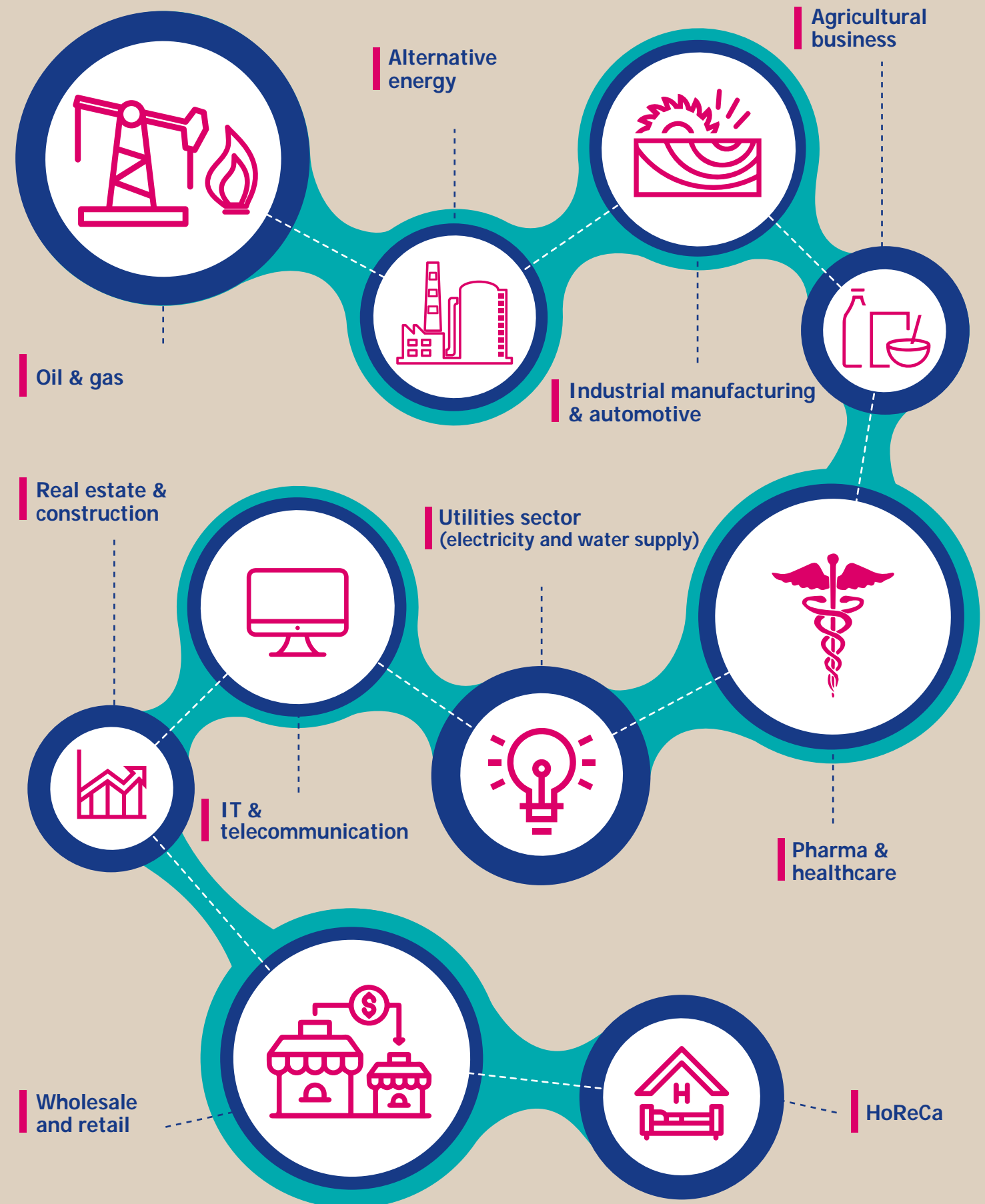


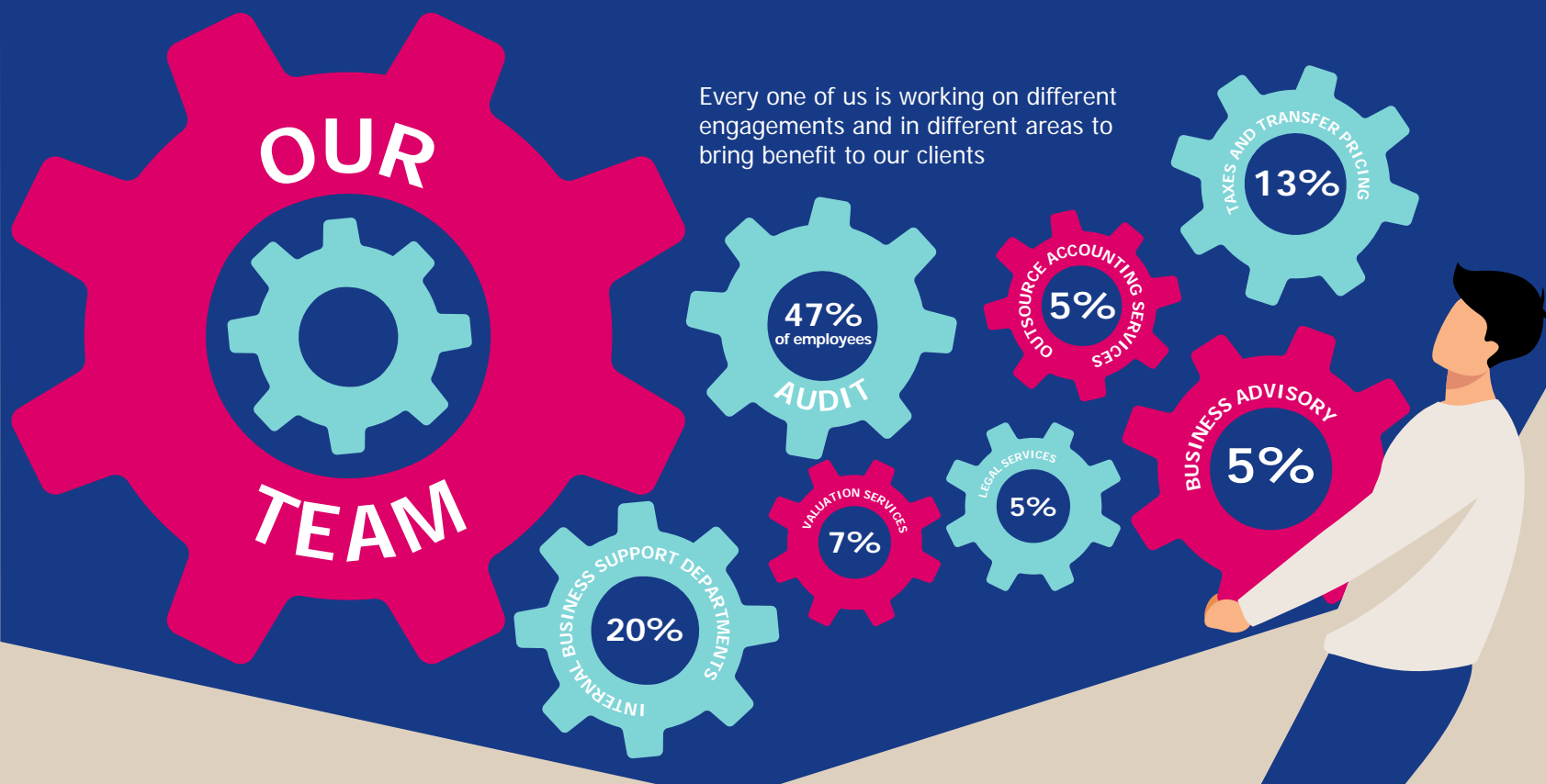
## BUSINESS ADVISORY



# OUR CLIENTS

We are proud to have among our clients the top companies with both Ukrainian and foreign capital

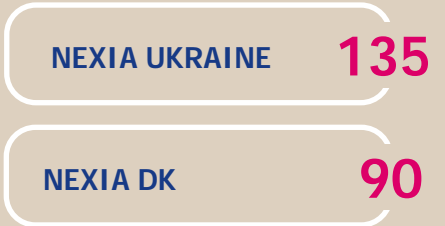




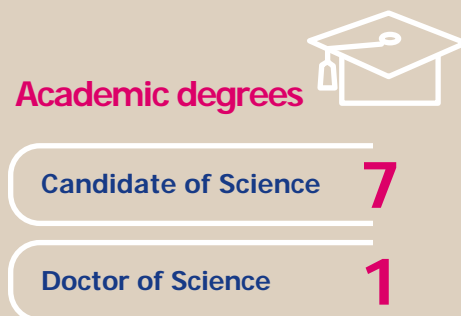
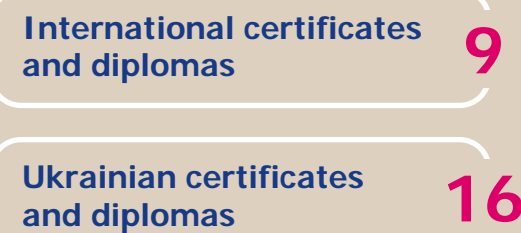
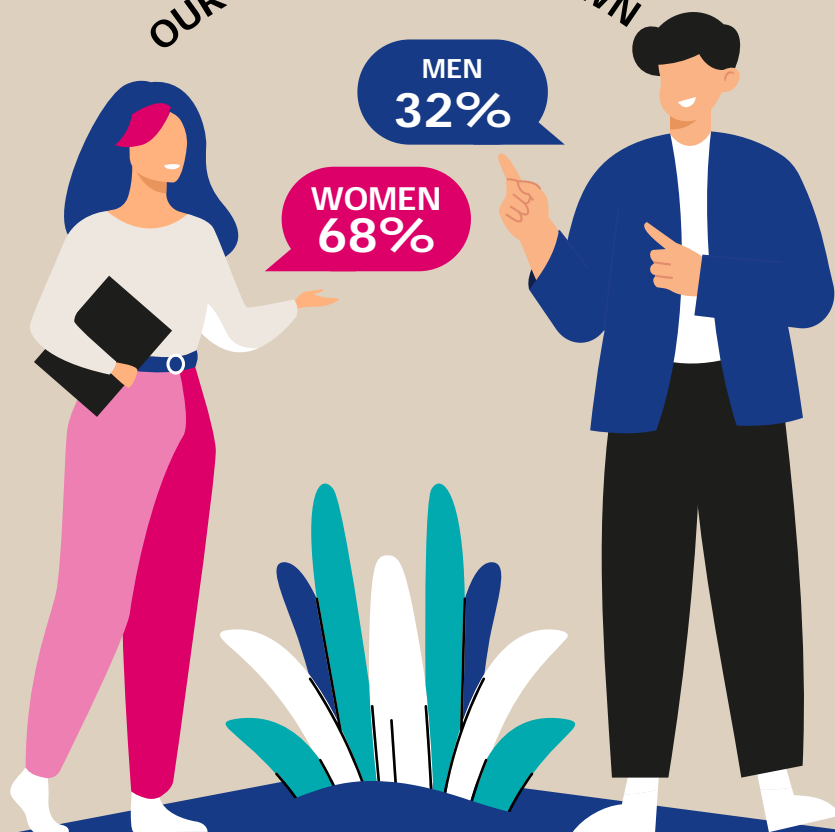
# 10 tips on how to work efficiently and be satisfied with the results of your work

- 1 Describe your goal in detail
- 2 Try to concentrate on a single task
- 3 Always prepare plan B... Even C and D, if necessary
- 4 Sum up everything you have done. If you understand that you are achieving the goal, it will inspire and motivate you
- 5 Positively reinforce yourself
- 6 Use your experience. If you don't have any experience – use someone else's. It would expand your perception of a situation and help find the best solution
- 7 Be creative. Combine different options, generate new ideas
- 8 Do not be illusive. Your expectations should be in touch with the reality
- 9 Look for personal/ inner motivation while working
- 10 Surround yourself with the things and people that motivate and inspire you

## NUMBER OF EMPLOYEES



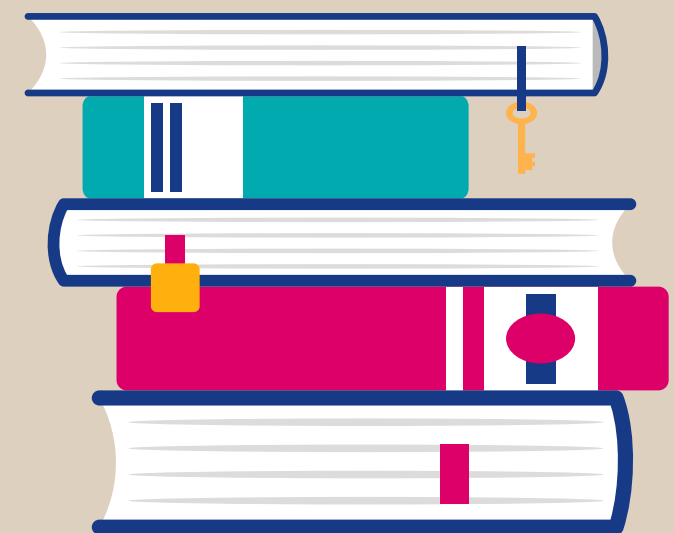
## OUR GENDER BREAKDOWN



But above all, we pursue a common goal of assisting our clients and continually improving our professional skills among specialists

## Must-reads by our employees

- David Wins by Adrian Slywotzky
- Titan by Ron Chernow
- Born to Run by Christopher McDougall
- Write it, cut it short by Maxim Ilyahov and Lyudmila Sarycheva
- Shoe Dog by Phil Knight
- Elon Musk by Ashlee Vance
- The Inevitable by Kevin Kelly
- Delivering Happiness by Tony Hsieh
- Steal Like an Artist by Austin Kleon
- Creativity, Inc.: Overcoming the Unseen Forces That Stand in the Way of True Inspiration by Ed Catmull
- Selling the Invisible by Harry Beckwith





# YOUR FIRST DAY AT THE COMPANY



"80 per cent of success is showing up in the right place at the right time." (Woody Allen)

## YOU HAVE BEEN HIRED BY NEXIA DK AND NEXIA DK IS NOW PART OF YOUR LIFE

### How to become part of the Company

Our employee is like a mix of spices. Contains a lot of various components, multifaceted, sometimes peppery, but at the same time no business project is realized without their professional counseling

- 1. Telephone interview**  
Our recruiter will ask about your expectations and inform you about the opportunities company can offer. We care that your goals coincide with ours
- 2. Testing**  
You will have to do a test depending on the vacancy you are applying for
- 3. Interview with an HR officer**  
During the interview you will share with our HR manager your previous experience, tell her about your skills and achievements. This is where we will discuss your soft skills.

- 4. Interview with a Manager/Partner**  
This interview is about the hard skills you might have. You should mention about your professional expertise

**5. Job Offer**

This is the most pleasant stage. You will get an Offer and pretty soon start working with us



- 1** Meet the Office Manager
- 2** Fill in the employment documents
- 3** Get a welcome box and some presents
- 4** Get to know the office and meet your coworkers
- 5** Familiarize with the NDA, procedures and standards of the company
- 6** Get access to a series of corporate lectures to improve your knowledge from first days on the job
- 7** Meet your mentor during the adaptation process
- 8** Obtain the information of the working process within first days and a list of tasks you have to perform

After this you are going to work on different cases, participate in friendly conversations during coffee or dinner breaks, exciting corporate meetings, fun gatherings and will be granted with 101 chances to upgrade your skills.

Are you tired of monitoring vacancies on different websites? **Check out our career web page and you will discover new open doors for your career**



**Where you can be employed at Nexia DK**

- Audit
- Taxes
- Legal Services
- Valuation
- Outsource accounting services
- Business support (marketing, HR, administration)

In 2020, we hired 23 new members of our team





# OUR ACTIVITIES



"Happiness is not something ready made. It comes from your own actions." (Dalai Lama)



There is a special corporate tradition of **New Year's** celebration in Nexia DK



If you wear an embroidered shirt instead of an office blouse or a shirt, it will add you color and style!



## OVER 30 WEBINARS

to develop your soft and hard skills. Have you heard about the games with transferable benefits? Because we have



**NEXIA DAY 2019 VS NEXIA DAY 2020.** Winners all around - Our team is the best!

### OVER 20 BUSINESS EVENTS



### FOUR SESSIONS OF ACCA TRAINING



Someone once said that a talented person is talented in everything. We witnessed that ourselves during our workshops in Easter egg painting and gingerbread decorating



We run together. It is a scientific fact that jogging with cool colleagues is three times more effective and any marathon would be a piece of cake



We always participate in the events arranged with the partners and dedicated to develop business, deregulate, settle any issues of entrepreneurship according to the legislation, set some international cooperation, improve the investment in Ukraine etc



We've been cooperating with Maltese Aid Service and help those in need: orphanages, charity funds, socially vulnerable people



# WORK-LIFE BALANCE



6 tips how to combine a job, hobbies and personal life

**Roman Bilyk**  
Managing Partner

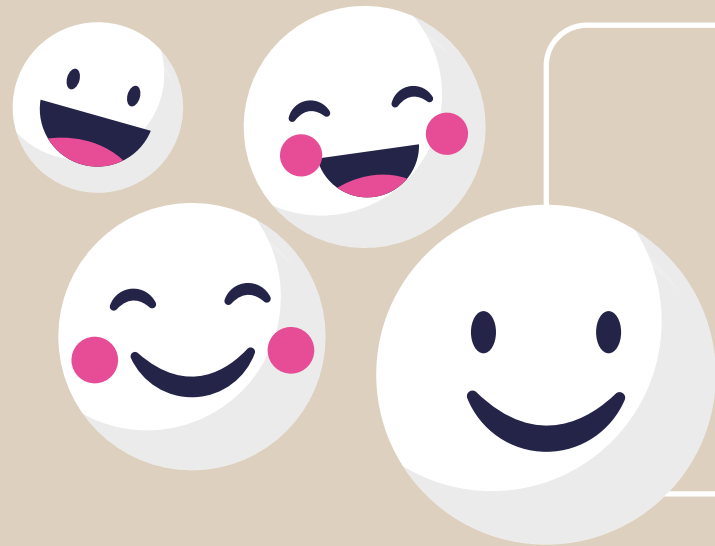
## FOCUS

Lack of focus is a typical problem people face today. The age of new technology, social media, abundance of information, permanent stress and accelerated life tempo are the main factors of constant distractions which lead to lower productivity and satisfaction during the process. To focus on one task is a habit that can and should be gained. It helps you complete important assignments and significantly improves your efficiency



## AVOID THE ROUTINE

It is important to remember: routine is one of the worst enemies of our memory and intellectual abilities. It affects your creativity level, adaptability, readiness for new experience that enables you to learn and experiment. Therefore, it is crucial to do something unusual every day no matter what. But those routine tasks that can not be canceled should be automatized



## MAKE A PLAN

It is impossible to do a lot of things simultaneously and have good results. In order to accomplish tasks on time you should manage your time. Everyone can select the most helpful approaches to planning and develop their own system. While planning you day, month or year, first make sure to include the priority tasks that will help you reach the goals



## INVEST

The quality of your life depends on the capabilities, skills, education, access to information and understanding of the outside world. It is possible to become successful and fulfill your dreams only if you take efforts and invest time and money in yourself. When you read new books, you will discover the ideas which belong to renowned writers and philosophers and also better your skills. Traveling develops the ability to adapt to any conditions, find your way easily, overcome unexpected obstacles. It is a great chance to experience new emotions and acquire new knowledge



## EXERCISE

Your health is a valuable resource, without it, nothing is achievable. It is worth caring about. It is vital to be fit to be highly productive. It does not mean that you should become a professional athlete, but stay active and train your muscles

## RELAX

It is not easy to create a balance between work and rest in today's world. However, some R&R time is not an opportunity but an imperative. Spend more time with your family, friends and hobbies. And let your leisure be of a high quality and enjoyable





# Nexia DK

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Instagram icon



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