



ABOUT ASB GROUP

We are a group of companies specializing in delivering professional, high-quality services in the fields of **accounting**, **tax advisory**, **payroll and HR management**, **transaction advisory**, **and corporate services**. With over 20 years of experience, we have established ourselves as a reliable partner for businesses across various industries, including real estate, retail, chemical manufacturing, technology, and private equity.

Our operations are focused in the Central European Four (CE4) region, with **offices strategically located in the Czech Republic, Poland, Slovakia, and Hungary**. In total, we operate seven offices across these four countries, enabling us to provide localized expertise while maintaining a regional perspective.

We take pride in supporting our clients by offering **tailored solutions** that address the complexities of their business environments. By combining a deep understanding of local markets with international standards, we ensure compliance, optimize operations, and deliver value to businesses of all sizes.

Our commitment to professionalism and client-centric services has made us a **trusted partner** for companies seeking reliable support in navigating the dynamic economic landscape.

CZECH OFFICE	POLISH OFFICES	SLOVAK OFFICE	HUNGARIAN OFFICE
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Employees	Employees	Employees	Employees
120+	270+	40+	20+







LEGAL ENTITIES IN THE SLOVAK REPUBLIC

Joint-stock companies (a.s. company)

The company's business name must contain the appendage akciová spoločnosť or either of the abbreviated forms.

May be **founded** by a single legal entity or by two or more individuals or legal entities (resident or non-resident).

Joint-stock companies may be **public or private** companies: a public joint-stock company is a company that has had its shares accepted by the Stock Exchange to be traded on the Securities market.

The **minimum joint-stock capital** requirement is €25,000. Non-monetary contributions must be valued by an official appraiser. The company may not buy back its shares from members. Reserve fund is required on incorporation.

Simple joint-stock companies (j.s.a. company)

The company's business name must contain the appendage "jednoduchá akciová poločnost" or the abbreviated form.

A simple joint-stock company is a **hybrid** of the elements **of a limited liability company** and a **private joint-stock company**. The shares of a simple joint-stock company is not accepted by the Stock Exchange to be traded on the Securities market. **Ideal form for risk investing** in companies (e.g. start-ups). It **may be established by a single person** (natural or legal).

The **minimum share capital is EUR 1**: minimum capital is divided into shares with a nominal value, and the sum of those values is equal to the nominal capital. The nominal value of the share may be denominated in eurocents or a combination of eurocents and euros. The list of shareholders is publicly available. Reserve fund is required on incorporation.



The joint-stock company with variable share capital

Shares in this type of company do not have a nominal value, but the share capital corresponds at any time to the real value of the company's assets. The minimum share capital of a joint-stock company with variable share capital is EUR 125 000.

A joint-stock company with variable share capital may issue and repurchase its own shares. Its share capital may also be increased or reduced without the approval of the General Meeting. It will be also able to issue new shares based on the interest of investors.

Limited liability companies (s.r.o. company)

The most common form in the Slovak Republic. The company's business name must contain the appendage spoločnosť s ručením obmedzeným or either of the two recognised abbreviations: spol. s r.o. or s.r.o.).

The limited-liability company **may be established by one person** only (an exclusive natural entity), and any natural person may be the single member in a maximum of three companies. The maximum number of members is **limited to fifty**.

The basic **statutory capital** is a minimum EUR 5000, and there must also be a contingency reserve from profits of up to 10% of the basic capital. The **minimum subscription** from a member is EUR 750, and the capital provided may take a monetary or non-monetary form (in which case, an expert valuation is needed,) in money's worth.

Branch office of a foreign company (organizačná složka podnika zahraničnej osoby)

This is not a separate legal entity. Foreign entities establishing an enterprise or a branch must appoint a director (manager) to head the enterprise or branch and register them in the Commercial Register. This person may be either a Slovak national or a foreigner with a valid temporary Slovak residence permit. Non-nationals who are citizens of EU and OECD Member States are not required to hold temporary Slovak residence permits for the purposes of registering the head of the enterprise or a branch of the foreign company in the Slovak Commercial Register.





Joint-stock companies (a.s. company)

Minimum Registered Capital (€)	€ 25000 • Reserve fund is required on incorporation.
Rights and duties related to shares/ registered capital	Rights: • participation in profit-sharing, management of the company and any liquidation surplus • pre-emptive right to subscribe to new shares in proportion to the nominal value of current shares Liability in the event of a violation of obligations: • company: liable for the whole of its property • shareholder: not liable for the obligations of the company
Profit distribution method	Shareholder's right: • distribution of company's profits via dividends (the exact amount of which voted on by the General Meeting)
Governing organs	 A General Meeting of shareholders (at least once annually) – the supreme organ. An Executive Board – management (at least one member, takes decisions on all those aspects of the company's affairs as are not within the competence of the General Meeting) A Supervisory Board - supervision over the activities of the Executive Board (minimum of three members, who are not also members of the Executive Board). If the company has more than 50 employees, the employees elect one-third of the Supervisory Board.

Simple joint-stock companies (j.s.a. company)

Minimum Registered Capital (€)	€1 • Reserve fund is required on incorporation.
Rights and duties related to shares/ registered capital	Liability in the event of a violation of obligations: company: liable for the whole of its property shareholder: not liable for the obligations of the company
Profit distribution method	dtto joint-stock company
Governing organs	dtto joint-stock company except the requirement of supervisory board - optional in this case



Joint-stock company with variable share capital

Minimum Registered Capital (€)	 Shares do not have a nominal value - corresponds at any time to the real value of the company's assets. The minimum share capital EUR 125 000. It may also be increased or reduced without the approval of the General Meeting Issue of the new shares is possible based on the interest of investors. 		
Rights and duties related to shares/ registered capital	• dtto joint-stock company		
Profit distribution method	dtto joint-stock company		
Governing organs	dtto joint-stock company		

Limited liability companies(s.r.o. company)

Minimum Registered Capital (€)	 € 5 000 The minimum subscription from a member is EUR 750, the capital provided may take a monetary or non-monetary form Mandatory contingency reserve from profits of up to 10% of the basic capital
Rights and duties related to shares/ registered capital	Only members are liable for the obligations of the company only to the amount of unpaid share capital.
Profit distribution method	 Members right: a share of the profits (a dividend) in proportion to their paid-up share capital (unless otherwise provided in the company's statutes) -i.e. retained earnings, decreased by contributions to the contingency reserve, other statutory reserves, and after covering losses from previous periods. The company may not pay interest on the share capital or interim dividends.
Governing organs	 A General Meeting of members (at least once annually) – the supreme organ An Executive Board – management (one or more directors) A Supervisory Board - supervision over the activities of the Executive Board - optional



Limited partnerships (k.s. company)

Minimum Registered Capital (€)	 no statutory minimum capital limited partners must contribute at least EUR 250 each to partnership capital 	
Rights and duties related to shares/ registered capital	ne general partners: unlimited liability participation in the management ne limited partners: liability is limited to the extent of their unpaid capital contribution may not participate in management	
Profit distribution method	 profits and losses equally shared between the general and limited partners (50% / 50%) among themselves, the profit or loss shares in the ratio of their capital contributions (general partners will have equal shares in their half) 	
Governing organs	 No corporate bodies need to be established. The unlimited partners together - management board The limited partners - entitled to examine the partnership's accounting books and records. 	

General partnerships(v.o.s. company)

Minimum Registered Capital (€)	no statutory minimum capital
Rights and duties related to shares/ registered capital	Company: • liable for its obligations to the extent of all its property. Partners: • guarantee the partnership's obligations to the extent of all their property, jointly and severally.
Profit distribution method	profits and losses equally shared between the partners
Governing organs	all partners are authorised to act on behalf of or manage the partnership (unless otherwise stated in partnership agreement)

COMPANY FORMATION

INCORPORATION PROCEDURE

Submission of registration of new company may be executed by the executive director or a person authorized based on Power of Attorney, who may only be a notary, lawyer or legal entity connected in property or connected to person of executive director.

- choosing name of its new company which is currently not used in SK registers.
- specific documents must be notarized:
- 1.the Memorandum of Association or a Foundation Deed
- 2.the Articles of Association for the private limited liability companies while the stock companies must provide a Deed on Establishment
- 3. the Memorandum of Association and the Articles of Association

There are two registers where the company must be registered:

Trade register (in Slovak language: "Zivnostensky register")

The registration into Trade register can take anything between three and 5 days.

Generally, business activities can be divided into three categories:

- 1. "open" trade licences (wholesale, retail, intermediary activities) that may be performed as of the day of the notification of such business activities to the Trade Licensing Office,
- 2. **conditioned trade licences** for which a special qualification is required or special criteria must be met.
- 3. **trade certificates** for performance of activities requiring higher degree of skills or special professional qualification.

General and specific provisions must be met:

- legal capacity, eighteen years of age, and must have integrity
- or depend on the type of company established and those provided for under special laws

Steps to obtain a trade license:

- 1. Filling up of the application form
- 2. Submission of documents to prove applicant's qualification or that of the authorized representative;
- 3. If an authorized representative is appointed, the certificate of appointment and consent shall also be submitted;
- 4. Proof of entitlement of the property to be used as the business address;
- 5. Submission of proof of non-existence of criminal record;
- 6. Payment of administrative fees.

When registered into the Trade register a unique income tax number and the registration with the Health Insurance Company can be provided within the procedure. This requirement is set forth under the Trade Licensing Act, the main law that regulates the conduct of trade and business in Slovakia. Certain professions and businesses (lawyers, pharmacists, interpreters, brokers, banks, insurance companies, broadcasters, agriculture, forestry, etc.) are not subject to the Trade Licensing Act but are regulated by other Slovak regulations.

Once the trade licence has been issued, company can be registered at the Country Registry Court.

Company Register

Necessary documents to obtain a registration:

filling a standard application at Company Register which includes:

- the proof of the uniqueness of the name;
- a bank certificate stating the capital/or declaration of paid-up capital in case of LLC;
- the Memorandum of Association;
- the Deed of Incorporation and the Articles of Association.

Company Register can request additional documents in certain cases.

Registration of company in Registry Court takes three working days.

Other mandatory company registration:

In the case of having employees:

- registering as an employer before the first employee hire
- registering of all employees with the Social Insurance Company before they start working

Other way of starting a company in Slovak Republic is to purchase a shelf company.

This type of company, also known as ready-made or aged company, is already registered and available to start operating as soon as the transfer of ownership has been completed.

Most of the shelf companies in Slovakia are registered as limited liability companies and can operate at national and international levels.



ACCOUNTING & RECORD-KEEPING

Accounting and record-keeping

Slovak accounting legislation requires financial statements to be prepared under Slovak Generally Accepted Accounting Principles (Slovak GAAP) or, where certain specific criteria are met, under International Financial Reporting Standards as adopted by the EU (IFRS).

Accounting and financial reporting in Slovakia is governed by Act No. 431/2002 Coll. on Accounting, which sets out comprehensive regulations on the structure, content, and timing of financial statements. Amendments in most recent periods have introduced specific requirements for electronic submissions, signature standards, size criteria, business combinations, ESG and business sustainability reporting requirements.

All registered entities, including small, medium, and large companies, are required to prepare financial statements annually, or more frequently if specific circumstances arise, such as liquidation or bankruptcy. An entity must record its accounting entries using a prescribed chart of accounts, accounts must be maintained in euros (and assets and liabilities denominated in foreign currencies must also be recorded in that foreign currency), the books must be kept in Slovak.

Accounting Period

Companies may select a 12-month accounting period that may be different from the calendar year. A notice to tax authorities at least 15 days before the intended change of the accounting period or within 30 days from the date of establishment of the company is required. Any change in the accounting period may only be effected from the first day of a calendar month. When the accounting period is changed, the period from the end of the preceding accounting period to the beginning of the next accounting period is an accounting period shorter than 12 calendar months. This applies when the accounting unit is being established or dissolved, whereby the first accounting period of the newly established accounting unit commences on the date of its incorporation and the last accounting period of the dissolved accounting unit terminates on the date of its dissolution.

Categories of Accounting Entities (effective as of June 1, 2024)

Entities are classified in their respective size category at the date of the financial statements for the accounting period, while the accounting entity has to assess the immediately preceding accounting period as well.

A company shall be classified into size groups as follows:

- a) a micro-accounting entity;
- b) a small accounting entity; or
- c) a large accounting entity and public interest entities



Public interest entities are considered large accounting entities. Branches of foreign entities are considered small accounting entities. An accounting entity meeting the criteria for a micro accounting entity may choose to be treated as a small accounting entity

CRITERIA/ACCOUNTING ENTITY	MICRO	SMALL	MEDIUM
Net turnover (€)	≤ 900,000	> 900,000 and ≤ 10,000,000	> 10,000,000
Net assets (€)	≤ 450,000	> 450,000 and ≤ 5,000,000	> 5,000,000
Employees	≤ 10	> 10 and ≤ 50	> 50

The main difference between the requirements relating to entities in these size categories is in the content of the financial statements and there are some differences in accounting procedure. Specific rules apply to newly incorporated accounting entities.

Audit Requirements

Certain entities, based on size thresholds (related to net assets, turnover, or employee count), entities whose securities are traded on a stock exchange or entities provided for by other legislation, must have their financial statements audited.

Thresholds apply to companies that meet these criteria over two consecutive periods.

CRITERIA	Treshold in EUR	
Net turnover (€)	> 8,000,000	
Net assets (€)	> 4,000,000	
Employees	> 50	





Financial statements under Slovak GAAP

All entities governed by the Act on Accounting are obliged to prepare financial statements for each financial year. Individual financial statements should be prepared not later than six months after the end of the reporting period and consolidated financial statements during the subsequent accounting period.

The financial statements must include at least a balance sheet, a profit and loss account (income statement) in prescribed form and notes to the financial statements. The notes contain detailed information assessing the entity's assets, liabilities, financial position and results. This includes the accounting principles, valuation methods and depreciation rates used in the period.

Financial statements must be filed in the Financial Statements Register, making them accessible to the public, thereby enhancing financial transparency for stakeholders.

Financial statements under IFRS

Companies meeting industry criteria ("public interest entities" such as banks, insurance companies, stock exchanges etc.) must comply with International Financial Reporting Standards (IFRS) per Regulation (EC) No 1606/2002. IFRS financial statements may also be prepared by entities meeting size or other specific criteria.

Consolidated Financial Statements

Consolidated financial statements are required for parent companies with subsidiaries if they meet specific criteria related to size and financial interdependence.



Slovakia's current tax system comprises the following taxes:

1. Direct taxes

- a) Income tax (personal and corporate)
- b) Local taxes

2. Indirect taxes

- a) VAT
- b) Excise duties on mineral oils, beer, tobacco products, wines, spirits, electricity, sugary drinks, coal and natural gas





PERSONAL INCOME TAX

Applied to:

- Slovak tax residents who are subject to personal income tax on their worldwide income, taking into account relief under Slovak law or an applicable double tax treaty.
- Slovak tax non-residents are subject to personal income tax on their Slovak source income.

The taxable period:

• calendar year.

Tax rates differs on the individual's income:

- A tax base of up to 176.8 times the subsistence level (i.e. EUR 48 441,43 for 2025): tax rate 19%
- Amounts in excess of 176.8 times the subsistence level: tax rate 25%
- Taxable income of sole proprietor up to 49.790 EUR: tax rate 15%
- Taxable income from dependent activities of selected constitutional officers: special tax rate of 5%.
- Certain income from (holding) capital assets: tax rate 19%.
- Dividends paid from profit generated during an accounting period starting on or after 1 January 2017: tax rate of **7%** (or **35%** if the individual is a resident of a non-contracting state)

Individuals are considered Slovak tax residents if they:

- have permanent residence in the Slovak Republic ("Slovakia"); or
- are physically present in Slovakia for 183 days or more, in a calendar year, either continuously or in total; or
- have a residence in Slovakia (i.e. accommodation not intended only for occasional use) and it is evident that the individual intends (due to personal and economic reasons) to remain in Slovakia permanently.

Slovak tax non-residents are subject to personal income tax on their Slovak source income such as:

- Income from employment carried out in Slovakia;
- Income paid by a Slovak company for acting as a statutory representative of such a company;
- Income from self-employed activities, or from provision of services in Slovakia;
- Income from interest, licence fees, sale or rental of property located in Slovakia, or from lottery winnings; and
- Income from dividends.



Tax Returns

Anyone liable for Slovak personal income tax whose taxable income for the year exceeds a specific amount (EUR 2 823,24 in 2024) must file a personal income tax return, except for individuals:

- Who have no other income than that which is taxed by withholding tax (such as bank interest);
- Whose income is exempt from Slovak personal income tax; or
- Whose salary is taxed via a Slovak payroll and the employer prepared an annual tax reconciliation for them based on the employee's request in which the employee confirmed that they have no other taxable income.

The filing and tax payment deadline is 31 March of the calendar year following the year in which the income was earned. Deadline can be prolonged upon request until 20 September of the following calendar year. Married couples must file separate, individual tax returns.



Health Insurance

Health insurance contributions:

- 4% for the employee and
- 11% for the employer from the total gross earnings of the employee
- Subject to health insurance contributions: all types of taxable income including dividends paid from profit generated from 2011 to 2016.
- Not paid on rental income.

<u>Exempt from health insurance contributions:</u> individuals with permanent residence in Slovakia who perform activities abroad, are not employed in Slovakia, and are insured in a state where they perform their activities.

Regular monthly contributions to the health insurance scheme are considered advances on the annual liability, and are subject to an annual reconciliation performed by the relevant health insurance company, if required, by 30 September of the year following the year for which the contributions were made.

Social Insurance:

Any employment income and income from entrepreneurial or other self-employment activities is subject to social insurance contributions, however, only up to the amount of the maximum assessment base (**EUR 15 730 per month** for 2023).



CORPORATE INCOME TAX

Applied to:

• the worldwide income of Slovak legal entities (those that have their seat or place of management in the Slovak Republic) and on the Slovak source income of foreign entities and those operating through a permanent establishment in the Slovak Republic.

Permanent establishment under Slovak legislation:

- a fixed place or facility through which tax non-residents perform their activities, wholly or in part, in the Slovak Republic, carried out continuously or repeatedly (in particular, a fixed place or facility is defined as an administration point, branch, office, workshop, sales-point, etc.)
- in the case of one-off activities, the place or facility (or building sites and construction sites) is deemed to be permanent if the duration of the activities exceeds 183 days, either continuously or divided into two or more periods over the course of twelve consecutive calendar months.
- Permanent establishment via dependent agent

Tax Rate:

The corporate tax rate for 2025 is **21%** for taxpayers with taxable income **up to 5 000 000 EUR** and **24%** for taxpayers **above the threshold of 5 000 000 EUR**. Withholding tax rate which is **19%** (the withholding tax rate may be reduced by an applicable double tax treaty) **or 35%** on income paid to taxpayers from non-contracting states. **10% CIT** rate applies to micro taxpayers with income (revenues) below 100 000 EUR.

Mandatory minimum tax:

The minimum tax is paid by the taxpayer who has earned taxable income (revenue) for the taxable period

- not exceeding EUR 50 000, in the amount of 340 EUR
- exceeding EUR 50 000 and not exceeding EUR 250 000, in the amount of 960 EUR
- exceeding EUR 250 000 and not exceeding EUR 500 000, in the amount of 1 920 EUR
- exceeding EUR 500 000, in the amount of 3 840 EUR





Tax base:

- Corporate tax is paid on the basis of statutory accounting profits, adjusted for certain non-deductible and non-taxable items.
- If a taxpayer is obliged to report under International Financial Reporting Standards ("IFRS"), the tax base is derived in a more complex way.

Research and Development (R&D):

- To support entities performing R&D, the Slovak Republic provides an allowance equals to 100% of R&D costs and expenses that may be deducted from the tax base.
- The R&D allowance can be increased by 100% of the positive difference between average cumulative R&D costs for the current and preceding tax years.

Tax return:

• Corporate tax returns must be filed by the general filing deadline of three months from the end of the taxable period. This deadline may be extended by another three calendar months based on a notification to the tax authority, in the case of income from sources abroad extension is up to six months.

Capital gains:

In general, the capital gains are subject to income tax of 21%.

Dividends:

Dividends paid from profits generated after 1 January 2004 are not subject to Slovak income tax, except for the following dividends:

- Paid to legal entities which are residents of non-contracting states or received from them;
- If the taxpayer cannot provide evidence of the beneficial owner of dividends;
- Received by a general partnership or a limited partnership, and subsequently paid to its partners of a non-contracting state.
- Such dividends are subject to a special tax rate of 35%.

Interest and royalties:

Income from interest and royalty payments fulfilling the conditions set by Council Directive 2003/49/EC is tax exempt in accordance with Slovak legislation.

Exit tax:

As of 2018, Slovakia introduced an exit tax at 21%. Assets will become subject to taxation when a taxpayer moves them, with no change of ownership, to a territory outside of the SR, or changes their tax residence. The special exit tax base will be determined by the difference between the fair market value of the assets moved and their tax residual value.

INDIRECT TAXES

VALUE ADDED TAX

Obligatory VAT Registration:

- for taxable persons with their seat or permanent address, place of business, or permanent establishment in Slovakia arise at a turnover of EUR 49,790 for the previous consecutive 12 calendar months. Voluntary registration is also possible before reaching the threshold.
- for foreign persons (taxable persons without a seat or VAT establishment in Slovakia) if, for example, they supply goods to Slovakia as a mail order service, or prior to the supply of goods or services provided that the tax obligation is not transferred to the recipient.
- any taxable person who is not a VAT payer, or a legal entity who is not a taxable person must, in some cases, (such as receipt/provision of certain services from/to another EU member state and acquisition of goods from another EU member state) file an application for VAT registration for the purposes of paying VAT or reporting the supply of services.

Automatic VAT Registration:

- supply of a building, or part thereof, or building land, who are not VAT exempt, and a turnover of EUR 49,790 will be achieved from such a supply.
- legal successor of VAT payer
- purchase of business (going concern) from VAT payer

VAT Group:

The persons who are financially, economically, and organizationally interconnected and have their seat or permanent establishment in Slovakia, to register for Slovak VAT as a single VAT payer. As a result, transactions within the VAT group are not subject to VAT.

VAT Rates:

- standard VAT rate 23%: most goods and services
- reduced rate of 19% and 5% applies to selected goods and services e.g. electricity, basic foodstuffs, pharmaceutical products, certain medical aids, depending on the commodity code



VAT return:

- VAT returns must be filed on a monthly basis. Under some circumstances A VAT payer may decide on a quarterly filing period (turnover was less than EUR 100,000 over the preceding 12 consecutive calendar months)
- VAT returns must be filed within 25 days of the end of the taxable period in electronic form and any VAT liability must be paid by the filing deadline.
- A valid VAT document (invoice) or amending document must be issued for every supply of goods or services to a taxable person and for mail order services within 15 days of the supply of goods, services, or receipt of payment prior to their supply.

Intrastat (EC Sales List):

- Under this system, Slovak VAT payers performing intra-Community transactions (sending/receiving goods to/from other EU Member States) are obliged to report these transactions electronically on a monthly basis.
- Thresholds are applicable for both dispatches and arrivals of goods, allowing no reporting at all should the total annual amount of transactions not exceed the threshold.

VAT Control Statement:

- All taxpayers (including foreign persons registered for VAT in Slovakia) must present a control statement in electronic form. The control statement is a detailed list of all invoices issued and received.
- A control statement must be filed in electronic form by the 25th day after the end of the relevant taxable period.





EXCISE DUTIES

Subject to Excise Duties:

Import of the following goods into Slovakia from outside the EU, or when these goods are released from a duty suspension regime for tax-free circulation in Slovakia:

- Mineral oil;
- Alcoholic beverages (beer, wine, intermediate products, and spirits);
- Tobacco products;
- Electricity, coal, and natural gas (excise duty arises at the moment the product is delivered for final consumption)
- Sugary beverages

Excise duty rate:

- depends on the specific type of product
- in certain limited cases, the products listed above are exempt from excise duty.

Registration:

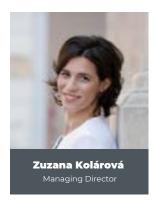
An excise taxpayer must be registered with the customs office. Entities to which a tax liability has not arisen, but which transact in goods subject to excise tax, must also register.

Excise Duty Compliance:

The excise duty administrator is the Customs Authority. Communication must be in electronic form if the company is a VAT payer registered in Slovakia, or if it is represented by a tax adviser or attorney.



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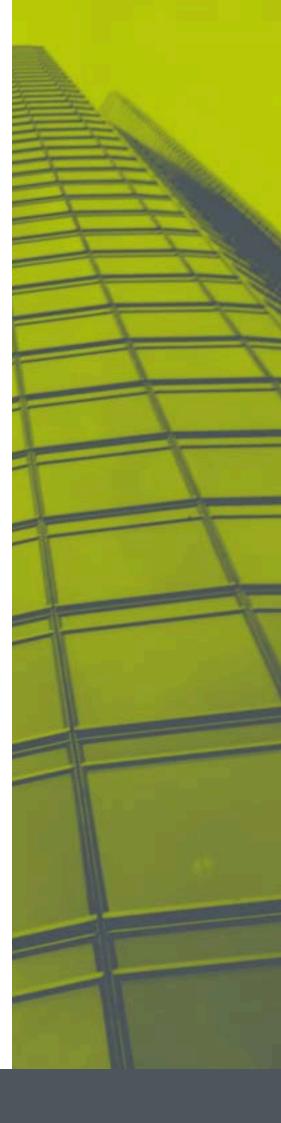


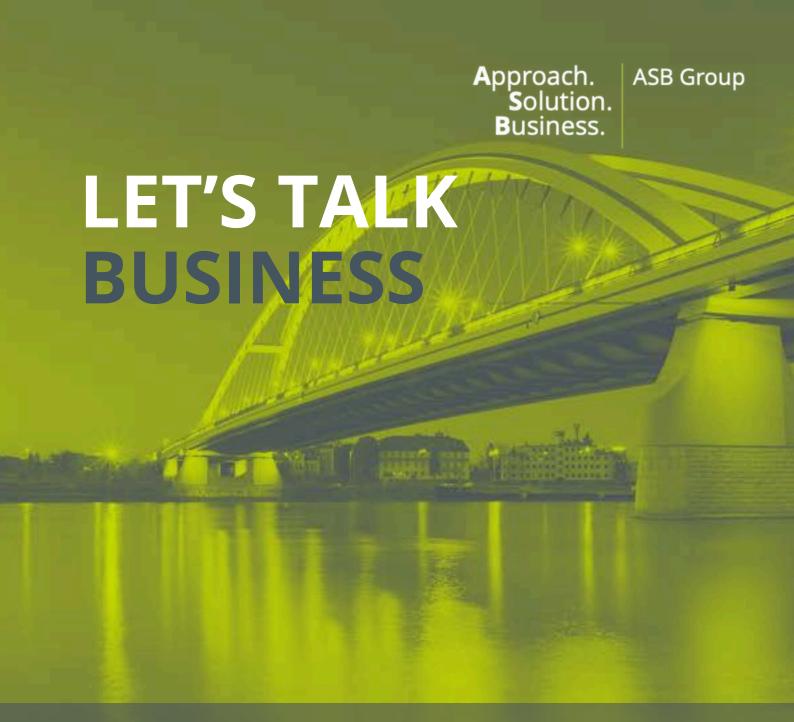












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