



TRANSPARENCY REPORT

1st of September 2020 – 31st of August 2021

CONTENTS

1	MANAGING DIRECTOR'S FOREWORD	3
2	THE BOARD OF DIRECTORS	5
3	LEGAL FORM	6
4	GLOBAL BDO NETWORK	8
5	TURNOVER	9
6	THE QUALITY ASSURANCE SYSTEM	10
7	QUALITY ASSURANCE REVIEW & INDEPENDENCE	12
8	PERSONNEL AND COMPETENCE DEVELOPMENT	13
9	SIGNATURES	15
10	EEA EU BDO LIST OF FIRMS 2021	16

MANAGING DIRECTOR'S FOREWORD

This is the transparency report of BDO Ltd for the financial period that ended on 31 August 2021. In the report, we describe our measures to improve audit quality and risk management during the past financial period, as well as our measures to maintain our independence as an auditor. This report is one way to inform our stakeholders about our activities and values. The transparency report has been prepared in accordance with the provisions of the EU Audit Regulation 537/2014. It describes the information of the audit firm BDO Ltd, but, where applicable, the information is provided at the level of the entire BDO Group.

BDO Group's turnover for the financial period that ended in August 2021 amounted to EUR 28.3 million, showing a year-on-year increase of 12.3%. Turnover grew in auditing, tax and legal services, consultancy and financial administration outsourcing services. We also built growth through acquisitions: at the beginning of 2021, we acquired the business operations of Helle Partners as well as HelBal's share capital. Both of these are audit firms based in Uusimaa. The clients and employees of Helle Partners and HelBal will continue as part of BDO.

At the end of the financial period, we had 267 employees, whereas the previous year, this number was 236. Of our personnel, 52% are women and 48% men. As the exceptional circumstances continue, we have paid constant attention to our personnel's well-being and coping in addition to developing their competence. We have supported the well-being of our personnel through, for example, incentives and activities within the work community. We continuously monitor our employee satisfaction and mood for work by conducting surveys. The results of regular pulse surveys were excellent throughout the financial period (average of 4 on a scale of 1–5). In addition, the personnel provided excellent feedback on management to supervisors and assignment managers (average 4.33 on a scale of 1–5).

At the heart of what we do is a genuine desire to help. Due to the coronavirus pandemic, our clients and employees became familiar with remote work already during the previous financial period, so we were able to serve our clients remotely without disruption using digital tools and other functional remote working practices. Due to the long period of working remotely, we wanted to renew our work model to meet the changing needs of working life. At the beginning of August 2021, we introduced a hybrid work model developed in cooperation with our personnel. The hybrid model is centred on both our service promise to provide clients with exceptionally good client service and the desire to offer each of our employees a way of working that best suits their needs. The hybrid work model is always utilised within the limits of the COVID-19 recommendations issued by the authorities.

We are proud that client satisfaction, which was already at a very high level, increased further during the financial period. Of our clients, 94% gave us an overall grade of very good or good. Our Net Promoter Score was 75, which is an excellent result. We constantly develop our services and working practices to ensure that we can continue to meet our clients' expectations and needs with high-quality services.

We pay attention to the impact of our activities on people, the environment and society. As part of this work, we were accepted in June 2021 as a member of the United Nations Global Compact. The UN Global Compact is a corporate responsibility initiative launched by the UN that promotes and develops the ecological, social and economic responsibility of companies and communities by utilising the ten principles of the UN Global Compact and the UN Sustainable Development Goals. Our four focus areas are health and well-being, climate action, reducing inequalities, and peace, justice and good governance.

MANAGING DIRECTOR'S FOREWORD



We look forward to the future with a positive mind. At the beginning of September 2021, BDO acquired the share capital of the audit firm RSM Finland Oy. The merger with RSM Finland brought synergies to the clients of both companies - BDO's extensive network of experts, service selection and industry expertise provided RSM's clients with more comprehensive services, while the client relationship with their familiar account manager continues. RSM Finland's experts strengthen BDO's competence, in particular in the areas of special audits, restructuring and tax services. With the acquisition of RSM, we became Finland's leading auditing firm for special financial management issues related to insolvency situations.

BDO Finland will be 30 years old in 2022. During the anniversary year, we will celebrate our joint journey with our clients and personnel, as well as the work we have done to build high-quality and independent client work and trust.

We want to thank our clients for their trust in us.

Helsinki, 31 December 2021



Taneli Mustonen
Managing Director, BDO Ltd

THE BOARD OF DIRECTORS

AND THE MANAGEMENT GROUP

GOVERNANCE

BDO follows the provisions set out in the Limited Liability Companies Act, the Auditing Act and other Finnish acts and decrees. Its operations are also governed by the rules, standards, instructions and recommendations of the industry.

The annual general meeting is the highest decision-making body of the company. It elects the Board of Directors. The Board of Directors selects the Managing Director and the Management Group. The Chair of the Board and more than half of its members are authorised auditors who work for the company.

At the end of the accounting period 2020-2021 BDO's Board of Director consisted of the Chairman Tiina Lind and the members Minna Ainasvuori and Juha Selänne.

The Managing Director Taneli Mustonen is responsible for the day-to-day administration of the company in line with the decisions made and instructions provided by the Board.

Finnish contact persons for BDO Global are Managing Partner Hannu Riippi and International Liaison Partner (ILP) Juha Selänne.



Tiina Lind
The Chairman of the Board, Partner, JHT-, KHT-auditor



Minna Ainasvuori
Partner, Director of Audit & Assurance Services, JHT-, HT-auditor



Juha Selänne
Partner, KHT-auditor

MANAGEMENT GROUP

BDO has a Management Group that assists the Managing Director in preparing and making decisions and in managing the operations. At the end of the accounting period (August 31, 2021) the Management Group was formed by the Managing Director Taneli Mustonen, together with Minna Ainasvuori, Alpo Ronkainen, Antti Juola, Heidi Hannuksela, Heikki Mäki and Helge Vuoti.



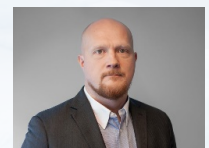
Taneli Mustonen Chief Executive Officer, Partner, KHT-auditor



Minna Ainasvuori Partner, Director of Audit & Assurance Services, JHT-, HT-auditor



Alpo Ronkainen Partner



Antti Juola Head of Finance



Heidi Hannuksela Head of HR



Heikki Mäki KHT-auditor



Helge Vuoti Partner
CCSA, CFE, CIA, CISA, JHT-, HT-auditor

LEGAL FORM

AND OWNERSHIP

BDO Ltd (business ID 2776089-4) is an auditing firm that offers auditing services, tax and legal services, financial administration services and advisory services, such as internal auditing and risk management, information management, company and organisational restructuring as well as a range of consultancy and training services. The company's domicile is Helsinki.

The activities of BDO are governed by the legislation in force, such as the Finnish Limited Liability Companies Act and the Auditing Act, the Articles of Association and the rules, guidelines and recommendations in the field of auditing.

In accordance with the Auditing Act, the majority of shares in the company and the related voting rights must be owned by auditors or auditing firms that have been authorised by the Finnish Patent and Registration Office (PRH) and that work for the company. The auditors of BDO own more than half of the company's shares and the number of votes cast.

BDO owns 100% of BDO Auditor Ltd, BDO Consulting Oy and BDO Special Audit Ltd Oy (former BDO Certification Oy).

BDO Auditor specialises in public sector auditing, internal audit and risk management.

BDO Consulting's main business is advisory and development services for companies and other organisations.

The name BDO Certification has been taken out of use on 1 September 2021 and the business ID has been transferred to BDO Special Audit. BDO Special Audit specialises in special audits.

On 1 January 2021, BDO acquired the business operations of Helle Partners and the HelBal share capital. Both of these are the audit firms. The activities, client relationships and employees of these companies were merged into BDO.

BDO acquired the share capital of the audit firm RSM Finland Oy through the acquisition made on 1 September 2021. RSM Finland's operations, clients and personnel will continue as part of BDO and the special audit business and its personnel will continue as part of BDO Special Audit. RSM Finland Oy will be merged into BDO during the current financial period.



LEGAL FORM

AND OWNERSHIP



SHAREHOLDERS

All shareholders of BDO Ltd with voting rights have been employed by the company during the financial period. The shareholders agree to follow the company's rules regarding independence and ownership, as well as other operative rules and guidelines. At the moment, the company has 18 shareholders with voting rights.

REWARDING THE SHAREHOLDERS

Rewarding is based on the shareholders' performance as partners, the achievement of set annual targets and the economic success of the company. The key criteria for the performance evaluation of the shareholder are compliance with the company's values, client work, leadership and other organisational roles, as well as quality and the company's financial performance. The partner committee makes proposals on the remuneration of shareholders, and the Board of Directors approves the proposals.

GLOBAL BDO NETWORK

The Finnish BDO Group is part of an international cooperation network of auditing firms. We have 97,292 experts serving our clients in 167 countries. BDO is the fifth largest organisation providing audit, tax and advisory services both in Finland and internationally.

In the accounting period of 1 October 2020-30 September 2021, the total turnover of the global BDO network was approximately EUR 9.8 billion. The total turnover from audit services during the accounting period 2020-21 at BDO offices in the EU and EEC was EUR 605 172 068. The BDO firms collaborate across national boundaries and follow similar principles of operation that were specifically developed for the European business environment. BDO is the only major global network of audit firms that was established in Europe.

Each member firm provides audit, assurance, and advisory services in its own region and in cooperation with the other BDO network firms.

Juha Selänne is the International Liaison Partner (ILP) for BDO Oy.

BDO Oy has signed a membership agreement with BDO International Ltd, a company registered in England (55 Baker Street, London W1U 7EU). The national member firms of BDO are separate, independent legal entities.

All of our member firms are committed to best practices in the sector, such as high-quality services and the maintenance of professional operating principles, expertise and risk management. BDO Global coordinates, provides guidelines and assists the membership organisations in areas such as training, marketing, risk management and quality assurance.

The BDO network is coordinated by Brussels Worldwide Services BVBA (Brussels Airport, Zaventem), which serves all the BDO member firms from its office in Brussels. Brussels Worldwide Services BVBA supports BDO's auditing and advisory services, for instance, by providing group-wide tools and methods, the BDO Audit Process Tool (APT), the quality and risk management manual and material for maintaining the BDO brand in different countries.

97 292



EXPERTS

167



COUNTRIES

1 728



OFFICES

9,8 BILLION €

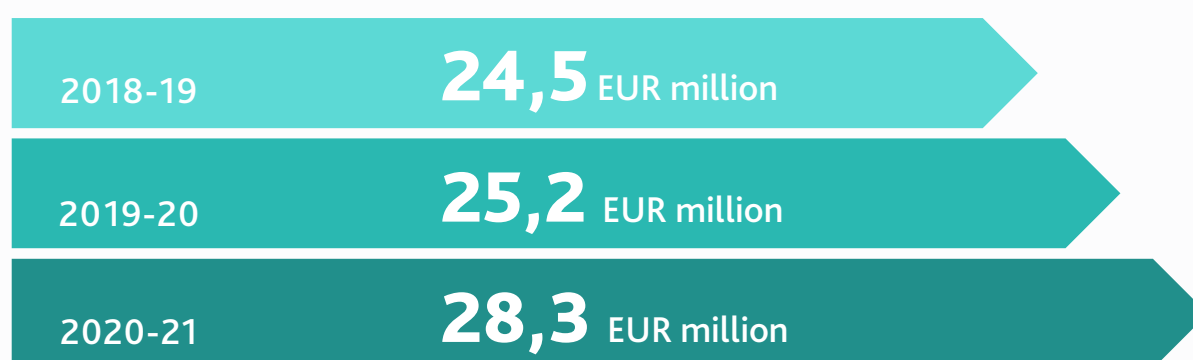


TOTAL TURNOVER IN THE ACCOUNTING PERIOD OF 2020-2021 EUR 9.8 BILLION (USD 11,8 BILLION)

TURNOVER

Total turnover of the Finnish BDO group in the accounting period that ended on 31 august 2021 was EUR 28,3 million.

BDO GROUP TURNOVER 2019-2021



FINANCIAL INFORMATION FOR THE ACCOUNTING PERIOD THAT ENDED ON 31 AUGUST 2021

Service	Turnover during the 2020–2021 accounting period (EUR thousand)	Percentage share (%)
Revenues from the statutory audit of annual and consolidated financial statements of public-interest entities and entities belonging to a group of undertakings whose parent undertaking is a public-interest entity	60	0,2
Revenues from the statutory audit of annual and consolidated financial statements of other entities	19 536	68,9
Revenues from permitted non-audit services to entities that are audited by the audit firm	2 749	9,7
Revenues from non-audit services to other entities	5 994	21,2
Total	28 339	100

THE QUALITY ASSURANCE SYSTEM

Risk management at the BDO Group is based on a business plan drawn up by the Board of Directors, the risk management principles and practices confirmed by the Board and the risk management guidelines provided by the BDO network.

The administration, operating principles and ownership of auditing firms is regulated comprehensively by laws, regulations and sector-specific standards. Auditors and other experts must work in accordance with the regulations on audit firms and the instructions and general principles that govern the accountancy profession, such as the recommendations and instructions issued by Suomen Tilintarkastajat ry (the Finnish Association of Auditors). These are based on IAASB's (International Auditing and Assurance Standards Board) and IFAC's (the International Federation of Accountants) international standards. Public sector audits follow the recommendations and guidelines issued by Suomen Tilintarkastajat, and are conducted in accordance with the good auditing practice of the public administration.

The quality assurance of audits, other verification assignments and auxiliary services follows the quality assurance standards and instructions of BDO and IFAC.

THE KEY COMPONENTS OF OUR QUALITY ASSURANCE SYSTEM:

- BDO quality instructions, which are based on the International Standard on Quality Control 1 (ISQC1)
- BDO Group's values and ethical principles, including:
 - a high level of quality and independence of services
 - quality teams, quality assurance instructions and the ethics committee
 - the management's good example of premium service quality and continuous improvement
 - the approval and continuation of client relationships and assignments, taking into account the provisions on the rotation of responsible auditors and personnel in long-term auditing assignments, as set out in the Finnish Auditing Act, and the standards of IESBA (International Ethics Standards Board for Accountants)
 - the skills and competence of our personnel and continuous professional development
 - implementing the assignment in accordance with BDO's auditing methodology and other instructions
 - internal quality assurance: assignment-specific quality audits and reviews
 - external quality assurance: The Finnish Patent and Registration Office (PRH), BDO Global, client satisfaction surveys



THE QUALITY ASSURANCE SYSTEM

In order to ensure the high quality of our services and further development, our quality teams audit the quality of our operations internally, following our quality assurance programme.

The quality assurance covers the responsible auditors and experts of different assignments, client groups and assignment types as well as the effectiveness of our internal quality assurance system.

All the shareholders, auditors and other responsible experts who work for BDO are audited at least once every 3–4 years. We audit the effectiveness of each element of our internal quality assurance system annually, following the rotation plan.

If we find areas of improvement in the quality of audits or the effectiveness of the internal quality assurance system, we prepare an action plan for these, including the measures, responsible persons and schedule. The results of the quality assurance are reported to the auditee, their supervisor, the Board of Directors and the personnel in general.

The BDO Group has a quality team for the quality assurance of auditing assignments of communities and public administration. The quality team meets at least twice a year, and whenever necessary. The quality team also acts as an advisor in issues regarding reporting and other matters requiring consultation.

The BDO network issues instructions and monitors the quality assurance of its membership organisations continuously. The international BDO quality assurance body carries out regular quality audits at least once every three years.

The quality of our company's auditing operations has been audited in accordance with PRH's quality assurance programme for audit firms.

The Board of Directors evaluates the effectiveness of the quality assurance system annually. In the view of the Board of Directors, the BDO Group's quality assurance system is effective and provides reasonable assurance that the BDO Group observes professional standards, regulations and guidelines. The Board of Directors also estimates that compliance with independence has been properly ensured during the financial period from 1 September 2020 to 31 August 2021.



QUALITY ASSURANCE REVIEW & INDEPENDENCE

THE MOST RECENT QUALITY ASSURANCE REVIEWS

The Finnish Patent and Registration Office (PRH) carried out an external quality assurance system review on BDO Ltd during the accounting period 2020-21. PRH also conducts quality assurance reviews of the auditors in our organisation annually in accordance with its review programme.

BDO's conducted internal reviews of its quality assurance system and auditors in accordance with BDO's internal guidelines in autumn 2021.

BDO Global's internal quality control review was conducted at BDO in summer 2019.

The results of the quality control reviews are reported, where applicable, to the persons responsible for auditing, the company management, personnel and BDO Global. We use the quality assurance results to prepare a quality development plan and monitor the implementation of measures recorded in the plan.

PUBLIC INTEREST ENTITIES AUDITED BY BDO

In the past accounting period (1st September 2020–31st August 2021), BDO Oy has served as the auditor of the following PIE clients (including credit and insurance institutions):

- Dovre Group Oyj
- Wulff-Yhtiöt Oyj

During the accounting period we have been appointed as the auditor for Ovaro Kiinteistösijoitus Oyj.

INDEPENDENCE AND CONTROL

Our company and personnel follow BDO's international rules and regulations on independence. These are based on the ethics standards of IESBA (International Ethics Standards Board for Accountants). Our guidelines on independence are also governed by the laws of Finland and sector-specific recommendations.

The BDO Group uses the global COI Tool system to ensure and control the independence of its operations.

Independence assessment and control play an important role in the approval of new clients and assignments, in long-term assignments and in offering other services to audit clients.

We monitor our independence continuously and take it into account in personnel training.

Our employees sign a personal confirmation to follow the independence regulations annually. We also ensure the continued independence of our operations, as specified the regulations. We ensure that the terms of office of responsible auditors do not exceed the limits specified in the rotation requirements of the Finnish Auditing Act and other rules and regulations. We assess the independence of our operations internally every year.

The Ethics Committee of the BDO Group helps with independence questions and other ethical questions relating to auditors/the audit firm.

In addition to our internal independence control, the Finnish Patent and Registration Office (PRH) monitors the independence of our auditors, as specified in the auditing act.

ETHICAL OPERATING PRINCIPLES

BDO's internal operating guidelines set out an ethical code of conduct that everyone at BDO is required to comply with. Compliance with the operating guidelines is supported by processes and automated tools, among other things. We ensure the independence of our experts for each assignment.

Our personnel can submit a report through our ethical channel if they observe any conduct that goes against our values and ethical principles. Any member of our personnel can use the whistleblowing channel to confidentially report concerns regarding the company's operations, management or employees.



PERSONNEL AND COMPETENCE DEVELOPMENT

To ensure the quality of our work and excellent client service, it is essential that all of our experts maintain and develop their professional competence. To achieve this, we must be successful in our recruitment, focus on continuous competence development, engage the commitment of our personnel and commit to our personnel.

Auditors are required to participate in appropriate continuous training programmes to maintain an adequate level of theoretical knowledge, professional competence and professional values.

RECRUITMENT

The number of our personnel is showing continuous growth. We recruited new experts to even better respond to the changing needs of our clients. We hire experienced professionals with various backgrounds as well as experts in the early stages of their careers. We engage in cooperation with universities as well as universities of applied sciences. During the past financial period, we provided BDO Trainee positions to around 37 professionals in the early stages of their careers. Some of these trainees stayed with the company after the traineeship in expert roles.

The employment contracts of most of our employees are valid indefinitely. We recruit people with adequate qualifications, experience and competence for the position being applied for. We also accept open applications. Our recruitment criteria are inclusive and non-discriminatory. We actively monitor the success of our recruitment through the analysis of the candidate experience and induction of new employees.

MAINTAINING AND DEVELOPING PROFESSIONAL COMPETENCE

We prepare a group-wide human resource and training plan annually and ensure that the plan is implemented. We pay special attention to the definition of training paths for each specific career level. Competence development is supported by the company's internal training, training provided by our international network and training organised by external parties, such as ST-Akatemia and Chambers of Commerce. Our internal training activities include regular training days aimed at all of the company's personnel, job-specific information sessions and webinars as well as training related to the authorisation degrees and certifications of auditors and internal auditors. We also offer e-learning programmes as a form of self-directed study. Our international network provides training related to professional operating principles and risk management as well as training related to industry development and our shared tools.

In addition to common training activities, we also invest in individual development. A personal career development and training plan is prepared for each of our employees in connection with their annual employee-employer discussion, the implementation of which is monitored on a bi-annual basis. We support and encourage our personnel to complete professional authorisations and certifications. For those in managerial positions, we organise training on managerial skills, employment law, conditions of employment, recruitment and leadership. The success of management and managerial work is measured through an annual management survey and team-specific debriefing workshops.



PERSONNEL AND COMPETENCE DEVELOPMENT

EMPLOYEE WELL-BEING AND SATISFACTION

We want to be the best possible workplace for our employees. We invest in employee well-being in various ways, including the provision of remote work opportunities and flexible working hours.

Following the long period of working remotely, we revamped our work model to meet the changing needs of working life. The hybrid work model was developed together with our personnel. The hybrid model is centred on both our service promise to provide clients with exceptionally good client service and the desire to offer each of our employees a way of working that best suits their needs. The hybrid work model is utilised within the limits of the COVID-19 recommendations issued by the authorities.

The model is based on trust, freedom and responsibility. With good tools, functional technological solutions and an organisational culture that focuses on mutual help, we can offer our employees a flexible way of working. This model developed together with our personnel also supports the sense of community and well-being and enables client work to be carried out smoothly.

We want to be the best possible workplace for our employees. We invest in employee well-being in various ways, including the provision of remote work opportunities and flexible working hours.

Following the long period of working remotely, we revamped our work model to meet the changing needs of working life. The hybrid work model was developed together with our personnel. The hybrid model is centred on both our service promise to provide clients with exceptionally good client

service and the desire to offer each of our employees a way of working that best suits their needs. The hybrid work model is utilised within the limits of the COVID-19 recommendations issued by the authorities.

The model is based on trust, freedom and responsibility. With good tools, functional technological solutions and an organisational culture that focuses on mutual help, we can offer our employees a flexible way of working. This model developed together with our personnel also supports the sense of community and well-being and enables client work to be carried out smoothly.

REMUNERATION

We emphasise the equal and transparent treatment of employees in performance assessment, remuneration and employment benefits. We continuously develop our remuneration models to meet the needs of business and personnel.

The job performance of each member of our personnel is evaluated in annual employee-employer discussions. The performance evaluations are focused on the extent to which the individual has achieved the jointly set goals, observed the company's operating methods and quality standards as well as demonstrated professional competence and shown respect for everyone at the workplace. A personal development plan is prepared for each employee based on the discussion. Managers support each individual's development through mentoring, coaching and support in day-to-day work.

The remuneration of our personnel is based on personal performance and the organisation's performance as a whole. The amounts and criteria of the annual bonuses are decided on by the management.



Helsinki, December 31, 2021
BDO Oy
An auditing firm

Tiina Lind
Chairman of the Board



Taneli Mustonen
Toimitusjohtaja, BDO Oy



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
		BDO Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft
		BDO Steiermark GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft
		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
		BDO Group s.r.o.
		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
		BDO Auditor Oy
		Finnpartners BDO Oy
FRANCE	France	BDO France
		BDO AUDIT DES ACTIVITES SOCIALES
		BDO PARIS ENTREPRISES
		BDO PARIS AUDIT PME
		BDO ATLANTIQUE
		BDO RENNES
		BDO LYON AUDIT
		BDO IDF
		BDO LES HERBIERS
		BDO FONTENAY LE COMTE
		BDO NANTES
		BDO LES ULIS
		BDO Paris Audit & Advisory
BDO Méditerranée		

EEA EU BDO LIST OF FIRMS 2021

COUNTRY	TERRITORY	NAME OF THE AUDIT FIRMS IN YOUR TERRITORY
GERMANY	Germany	BDO AG Wirtschaftsprüfungsgesellschaft
		BDO Oldenburg GmbH & Co KG Wirtschaftsprüfungsgesellschaft
		BDO DPI AG Wirtschaftsprüfungsgesellschaft
		BDO Dr. Daiber Audit GmbH Wirtschaftsprüfungsgesellschaft
GIBRALTAR	Gibraltar	BDO Limited
GREECE	Greece	BDO CERTIFIED PUBLIC ACCOUNTANTS S.A.
		BDO Services SA
HUNGARY	Hungary	BDO Hungary Audit Ltd
ICELAND	Iceland	BDO ehf.
IRELAND	Ireland	BDO
ITALY	Italy	BDO Italia S.p.A.
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 i Wspólnicy Sp.K. (non-voting Firm)
PORTUGAL	Portugal	BDO & Associados, SROC, Lda
		BDO Audit SRL
		BDO Auditors & Accountants SRL BDO Auditors and Business Advisors SRL
SLOVAK REPUBLIC	Slovak Republic	BDO Audit, spol. s r.o.
SLOVENIA	Slovenia	BDO Revizija d.o.o.
SPAIN	Spain	BDO Auditores, S.L.P.
		BDO Audiberia Abogados y Asesores Tributarios, S.L.P
SWEDEN	Sweden	BDO AB
		BDO Göteborg AB
		BDO Göteborg Intressenter AB
		BDO Göteborg KB
		BDO Mälardalen AB
		BDO Mälardalen Intressenter AB
		BDO Norr AB
		BDO Norr Intressenter AB
		BDO Stockholm AB
		BDO Sweden AB
		BDO Syd AB
		BDO Syd Intressenter AB
		BDO Syd KB

BDO Ltd (company ID 277 6089-4), a Finnish limited liability company, is a member of BDO international limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

© BDO Oy 2021.

Vattuniemenranta 2
00210 Helsinki

www.bdo.fi

www.bdo.global

BDO