



BNFIX

tax / legal / audit

The willingness to serve of all of our professionals is concretized in the search for efficient and simple solutions, adjusted to Law, to the questions raised by our clients.

Commitment to our clients and society, management of knowledge with transparency and clarity, quality oriented to the continuous improvement of our services, integrity acting with objectivity, professionalism and honesty, teamwork aligning us towards the same direction and innovation promoting the use of new technologies are our hallmarks.

Uninterrupted professional practice for decades, following these values, has allowed us to build relationships and bonds with our clients whose pillar is trust.



BNFIX

ALMERÍA AVILÉS BARCELONA GIJÓN MADRID MURCIA OVIEDO VITORIA

902 734 200

bnfix.com

Independent member of



WHO WE ARE

BNFIX is fruit of the excitement to continue working and advancing in our sector, we are firms with a proven experience in the exercise of our own activities in the world of economy and law.

We are more than 155 professionals, experts in tax, legal, consultancy and audit, all of us at your service, with offices in Almería, Avilés, Barcelona, Gijón, Madrid, Murcia, Oviedo and Vitoria.

We are independent members internationally of **DFK International**, one of the ten most important associations of auditors and management consultants in the world, it has the resources and organization capable of serving customers through 214 firms with a network of 412 offices in 92 countries. Its members have been selected basing on the professional ability of each in their respective countries.



TEAM



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Our team is made up of economists, lawyers, human resources specialists, accountants and experts in new technologies specialized in the consultancy to companies, entities and individuals as well as in the financial audit, with more than thirty years of uninterrupted professional experience.

An only way of understanding life, profession and customer relations has enabled us, after decades of practice, to sustain permanent and stable structures.

Our team is composed by 155 professionals, economists, lawyers, accountants and experts in new technologies and human resources, all of us at your service.



The independence of criteria, specialization, transparency, discretion and privacy in relation to our customers are intended to constitute our identity.



SERVICES



The composition of our team allows us to provide a global and cross-wise service to our clients. Currently, the need to work crosswise and as a team, in an interdisciplinary way, is essential.

FINANCIAL, TAX AND ACCOUNTING CONSULTANCY

The responsible application of the rules and a deep knowledge of the needs and concerns of our clients are the references of our professional activity.

LEGAL

Our professional services are aimed at companies, entities and individuals. We offer legal advice in accordance with the needs of our clients and always attending to our independent professional judgment in our performance.

LABOUR AND HUMAN RESOURCES

We must always be aware that in our professional activity, apart from legal norms, there are people and we cannot forget them in any action or planning.

AUDIT AND ASSURANCE

Our professional work is not only directed to the issuance of a report, but we consider as something essential to have a deep knowledge of the concerns of our clients, as well as their economic-financial reality with the objective of being able to provide the best services according to their peculiarities.

CONSULTANCY

We provide our clients with our experience and specific knowledge, advising individuals, companies, groups of companies or organizations; in general, helping them achieve their objectives. Trust, independence, multidisciplinary and seriousness are essential in consulting. We establish action protocols going through all phases, initiation, diagnosis, action plan, implementation advice, finalization of the project and follow-up. We also keep a permanent and stable contact with professionals, at a national and international level in relation to other areas that we might need throughout the implementation of the project.

OUTSOURCING

The globalized world and the current economic context advise and suggest a change in business structures.

The companies evolve towards organizational models that allow improving their operation and competitiveness. How? Among other aspects, through outsourcing - we can entrust part of the organization or tasks of the company to third specialized experts who, in turn, obviously contribute value and cost savings.



FINANCE, TAX AND ACCOUNTING CONSULTANCY

Companies, entities, patrimonial structures and individuals require comprehensive tax advice covering the study, planning, liquidation of their obligations and defense before the inspection, as well as, ultimately, before the courts.

All this can be done with a team of specialized professionals, able to have a global view of the various tax issues and with a long and proven experience.

Services we offer:

- Tax planning
- Corporation tax, income tax, VAT, local taxes
- Local tax
- Tax due diligence
- Design and coordination of family business and inheritance planning
- Design and follow-up of international tax
- Mergers and Acquisitions
- Studies on financial tax and project viability analysis
- Advice and representation before Public Administration, Inspection and Appeals
- Price transfers, document drafting and follow-up
- Accounting



LABOUR AND HUMAN RESOURCES



The management of human capital and associated costs, within a framework of labor regulations and social security, require specialization, dedication and sensitivity.

We have the human team and the necessary experience to face from the most formal professional tasks to the most complex ones.

Services we offer:

- General contracting and special labor relations
- Payroll management and editing
- Social Security
- Advice, preparation, management and monitoring in records of extinctions of collective contract, and/or changes to working conditions
- Employment advice on complementary social security
- Labour due diligence
- Freelance. Retirement planning
- Planning and advice on labour issues in acquisitions/restructuring.
- Advice before social and administrative Jurisdiction Labour and Social
- Court Inspections
- Design and implementation of remuneration policies
- Design and implementation of conciliation and equality

LEGAL



The tasks we undertake require, most of times, the coordination and joint analysis of the rest of the professionals who make up our office. Trust with the client, clarity and transparency are basic values in our profession.

Services we offer:

- Bankruptcy Law. Reorganizing procedures and company crisis. Preparation and follow-up of states of insolvency.
- Insolvencies
- Commercial Law. Commercial contracts. Defense of the competition.
- Companies Law. Sale and Purchase of companies and shares.
- Succession of family companies
- Mergers and acquisitions Company due diligence
- Cooperatives, foundations, associations and other entities. Civil Law and Civil
- Public Liability.
- Family Law and Successions.
- Financial Criminal Law and Criminal Compliance: assessment and prevention on criminal hazard and implications follow-up
- Procedural Law
- Industrial and Intellectual Property Law. Administrative Law

MEDIATION AND ARBITRATION



Mediation is a voluntary process of conflict management based on the dialogue between the parties and aimed at finding joint solutions to their differences and intending, if possible, to reach agreement, that the agreement be reached and, why not ?, Improve their relationship.

The mediation process relies on the intervention of a mediator or co-mediators, a professional, impartial and neutral expert, who directs this process, limiting himself to facilitating and leading the parties in this extrajudicial dispute resolution path.

Mediation may be initiated prior to the filing of judicial proceedings by one or both parties, but may also take place once the judicial process has already begun.

Our firm is made up of lawyers, economists and experts in industrial relations and insolvency law, and, as duly qualified mediators, can help you from different perspectives:
you can request our professional services as mediators, both nationally and internationally, we can act as your legal representatives in a

mediation process or, as advisers accompanying and advising you throughout the process. Notwithstanding that, before initiating a process of mediation, we can advise you on the convenience of the way to go: judicial, negotiation or mediation.

We firmly believe that although mediation is an issue that at the moment still has little implementation in Spain, it is being more and more known. Especially for companies, it is an alternative process for conflict solution, which we should not just reject; since it is, without a doubt, more agile, effective and economic than the judicial way, and no less important; also, it keeps complete confidentiality.

Services we offer:

- We act as mediators in all areas. National and international mediation, face-to-face and online
- We represent our clients in mediation processes
- We advise you in all mediation processes that you wish to initiate or in which you accept to be mediated
- At the request of the bodies responsible for appointment, we also act as intermediaries in extrajudicial payment agreements

CONSULTANCY



We provide our clients with our experience and specific knowledge, advising individuals, companies, groups of companies or organizations; in general, helping them achieve their objectives. Trust, independence, multidisciplinary and seriousness are essential in consulting. We establish action protocols going through all phases, initiation, diagnosis, action plan, implementation advice, finalization of the project and follow-up. We also keep a permanent and stable contact with professionals, at a national and international level in relation to other areas that we might need throughout the implementation of the project.

Services we offer:

- Risk management and compliance
- Criminal hazard prevention of legal entities and crime prevention programs
- Tax compliance
- Public and private sectors transparency Good Corporation Governance
- Implementation of ethical codes in the "ethic business"
- Internationalization and growth processes
- Digital transformation and cybersecurity

ACCOUNTING AUDIT AND ASSURANCE

In a direct and integrated way, BNFIX AUDITORES can offer interesting perspectives and solutions, and our membership in DFK International allows us to reach 214 firms with a network of 412 offices in 92 countries.

BNFIX AUDITORES is currently made up of 80 professionals who serve more than 600 companies distributed throughout the national territory. As a relevant fact, the ratio of auditors legally qualified for the signing of reports is one of the highest among the auditing firms of the State. In BNFIX there is a parity of sexes and the average age of our professionals is 40 years.

The qualifications of our personnel, the technical means and the high quality of the

professional services we provide have meant the recognition of our clients and the accreditation for public and private contracts.

With regard to the trend towards globalization of markets and with the aim of satisfying a growing need of many of our clients, BNFIX AUDITORES has contacts at an international level, with the capacity to globally offer our services.

BNFIX AUDITORES is a network of independent firms that act in a cohesive way and with the same ethical and quality standards that they share with BNFIX CONSULTORES.

Services we offer:

- Audit in public and private sectors. Individual Financial Statements, Consolidated Financial Statements of corporation groups, Intermediate Financial Statements
- Special audit reports required by commercial rules.
- Expert and judicial judgments
- Companies' assessment
- Financial analysis and report
- Specific facts certification
- Other audit works such as limited revision, reports on compliance, subsidies revision, among others
- Consolidation organization and projects
- Risk management and control

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OUTSOURCING



The globalized world and the current economic context advise and suggest a change in business structures. The companies evolve towards organizational models that allow improving their operation and competitiveness. How? Among other aspects, through outsourcing - we can entrust part of the organization or tasks of the company to third specialized experts who, in turn, obviously contribute value and cost savings.

Services we offer:

Main areas subject to outsourcing that our professionals can develop at a national and international level:

- Tax planning, accounting and finance
- Bank reconciliation
- Human Resources, staff selection, retribution policies and labor management and administration
- Legal Department
- Management and policy on payment default
- Management of other administrative processes such as business domiciliation, transfer orders, operation with banks, among others. Compliance
- Transfer prices. Document drafting and follow-up of Compliance
- General Ledgers
- Budget control
- Management reporting
- Non-board member secretary in Boards of Directors
- External advisor of the administration department

ASSETS: OUTSOURCING

You will count on experts who, in addition to providing support in the reorganization of your assets, will carry out these tasks on their own, continually advising you and carrying out periodic reports for their complete monitoring and control, while also making predictive estimates for subsequent years.

Services we offer:

- Administrative management
- Accounting services and financial management
- Legal services
- Labor management and Social Security Banks and clients management



NEW TECHNOLOGIES

Companies, entities and individuals are interrelated in the information society. In it, technology and law must be combined to know its possibilities and also its limits and risks.

The intensive use of new technologies is an inescapable reality, but this use must be carried out in an intelligent and planned way. The contexts of cloud computing and Bring your own device pose technical and legal challenges of large dimensions and magnitudes.

Information technologies must be focused and understood in terms of efficiency (effective management, cost reduction), which is nowadays an essential requirement and often does not receive the required attention.

The use of technology in all economic and social spheres has created a critical dependence on the business towards information systems. They must respond adequately to the recording, movement, and management of economic transactions in order to give confidence to the resulting financial information.

Services we offer:

New Technologies Law

- Data protection. Legal advice, security measures compliance and audit. Spanish Law on Data Protection
- E-commerce.
- Digital signature
- E-invoicing
- Legal study of websites and technical implementation
- Legal notices drafting
- Software homologation

Technological risk consultancy

- Plans for security guidelines and risk assessment.
- Ethical hacking. Business continuity plans
- Revision and internal control assessment in computer environments
- Technological due diligence

Money Laundering

- Consultancy, Implementation and external expert analysis on Prevention of Money Laundering and Terrorism Financing

Information Technologies (IT)

- Consultancy on information technologies when facing strategic decisions
- IT governance and management. Revision of costs and budgets
- Audit of processes and information systems

TIC services outsourcing

- IT governance and management.
- Part-time head-renting of TIC (CIO)
- Information system maintenance



SECTORIAL SPECIALIZATION

Nowadays, specialization is essential when it is intended to offer professional services to certain entities and sectors. The insolvency environment and companies and entities with difficulties, the third social sector, transparency, corporate social responsibility, related operations, compliance and economic criminal offenses are now a specialization and total dedication.

Services we offer:

■ **Public Administrations and dependent entities**

According to your specific legal status and to your action criteria, we offer, apart from the services detailed above, a particular attention and direct focus on this important and strategic collective.

■ **Third social sector. Non-profit entities, foundations, associations y and cooperatives.**

The so-called third sector, with an increasing and decisive importance, operates with complex legal regulations. Our professional experience in this type of entities allows us to advise you in an effective way.

■ **Economic Interest Grouping (EIG)**

Economic interest groupings, which aim to add entrepreneurial synergies, are increasingly present on the agenda of SME managers. Offering them the accumulated experience and solving known problems can be very helpful.

■ **Insolvency and Bankruptcy**

The detection, preparation and management of companies and entities with financial or other kinds of difficulties, both in insolvency and in restructuring, is something basic and requires specialization and immediacy.

■ **Compliance**

More and more rules affect companies or organizations, both in number and in complexity. The requirement of compliance is being increasingly imposed, which is coupled with the need for good risk management and control systems.

■ **Transparency and Corporative Governance**

The world nowadays, same way as compliance, transparency and good governance, which are mandatory for certain sectors and suitable for others, are going to be imposed step by step. Reputational value will be an asset for companies.

INTERNATIONAL



At an international level, we are an independent member of DFK INTERNATIONAL, an international association of independent accounting firms and business advisers whose aim is to meet the needs of its clients in any country in the world. Each DFK member is an independent legal entity in its own country.

The DFK INTERNATIONAL association is among the top 10 in auditing and advisory services for companies and businesses. It has existed for more than 50 years and as of today it is present in 92 countries, 412 offices and brings together more than 10,000 professionals.

In an increasingly global and interrelated world, we believe that the best way to collaborate with you is to establish professional bonds with trustworthy firms and with whom we share the same philosophy and way of understanding our profession, for the purpose and effect of being able to offer better help in everything that may be of interest, both nationally and internationally.

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An independent member of DFK International an association of independent accounting firms and business advisers.



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