

**JP Weber
supports decision
makers.**


JP Weber

supporting
decision makers



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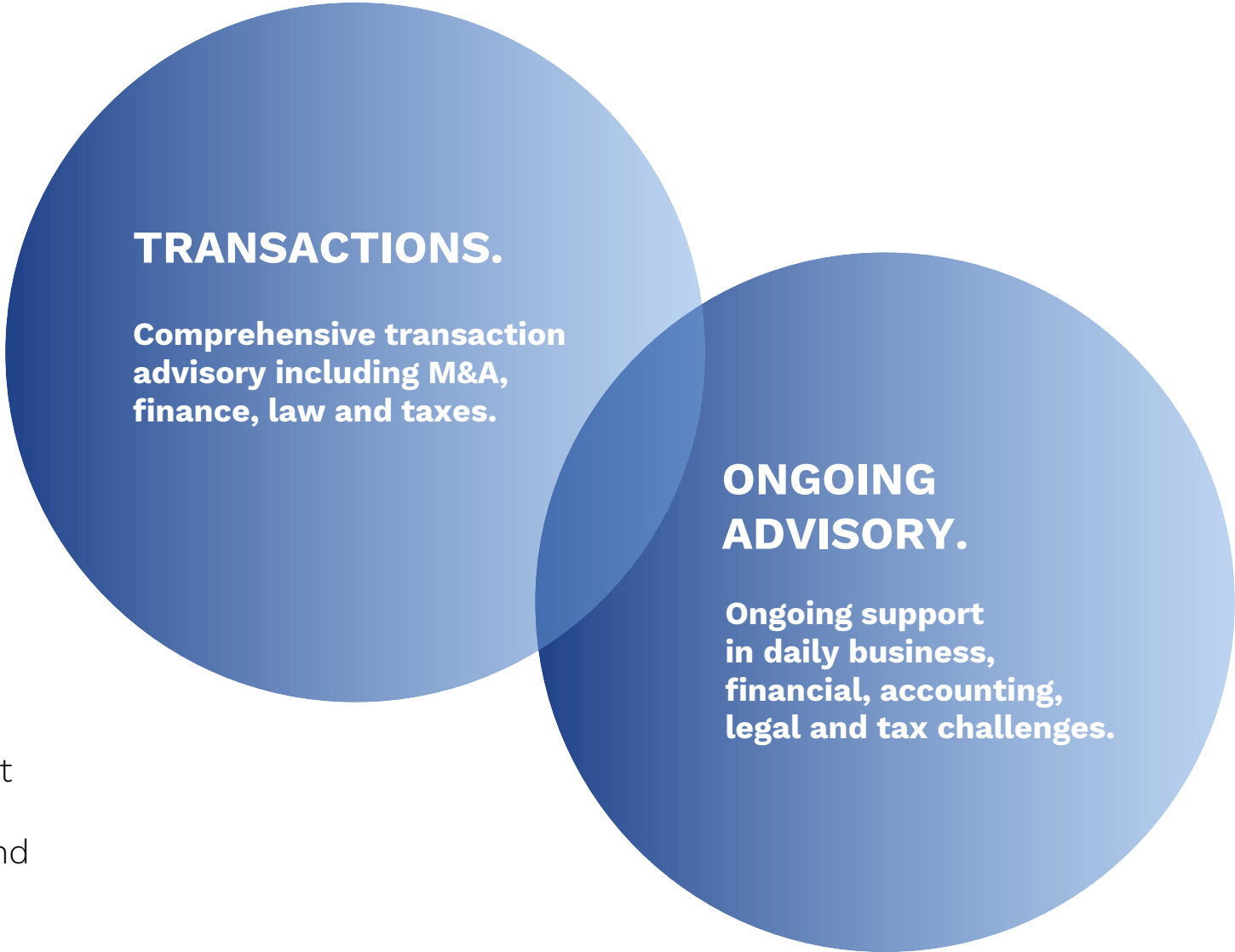
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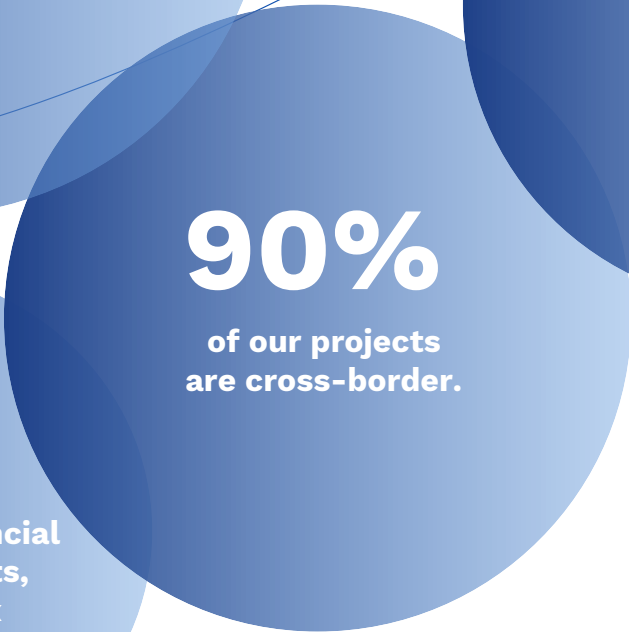
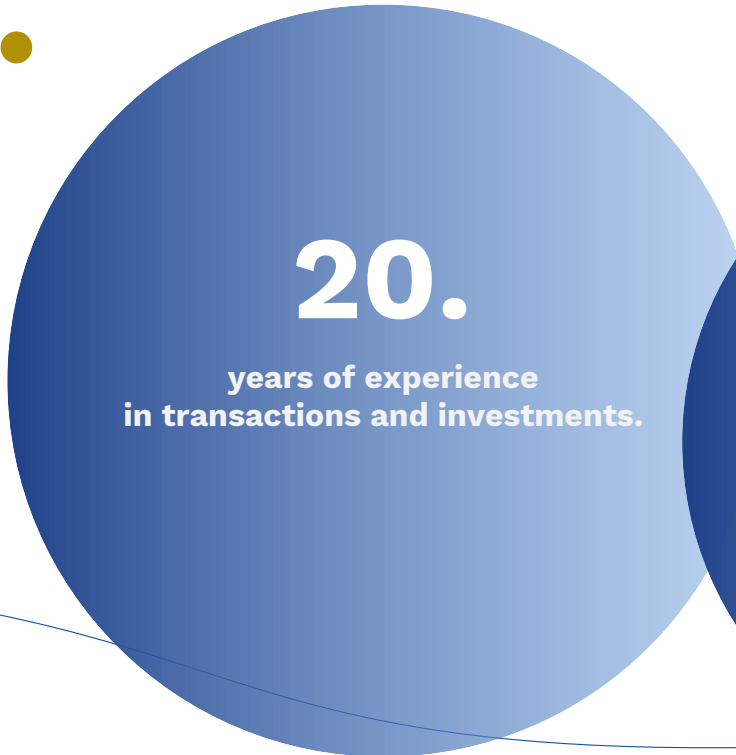
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JP Weber.

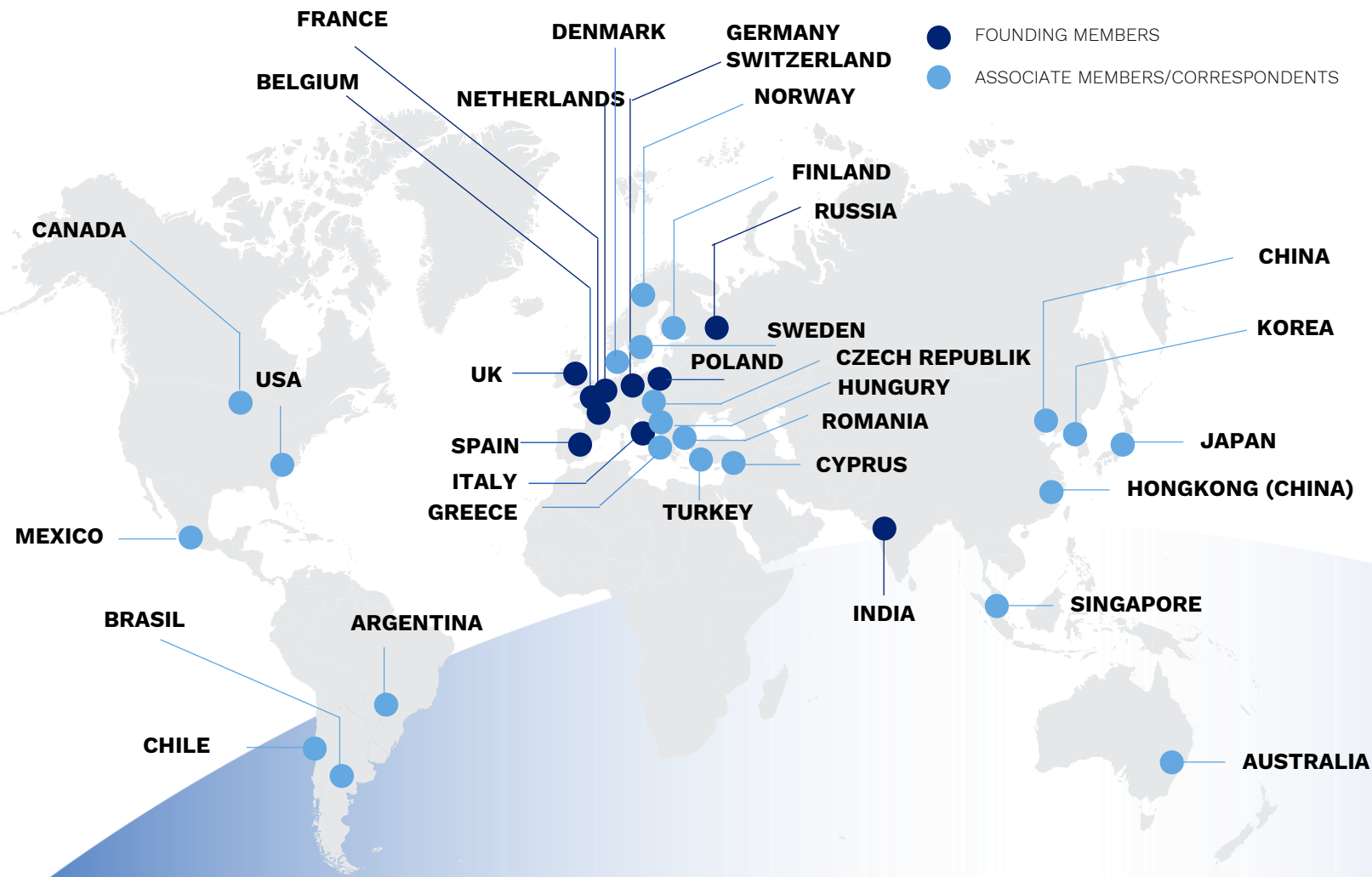
We are an independent consulting company that has been comprehensively supporting decision-makers and business owners in **transactions** and in their daily **business, financial, legal and tax challenges** for over 20 years.





JP Weber key facts.

Our Partners and multidisciplinary Professionals have already successfully completed over 1000 projects.

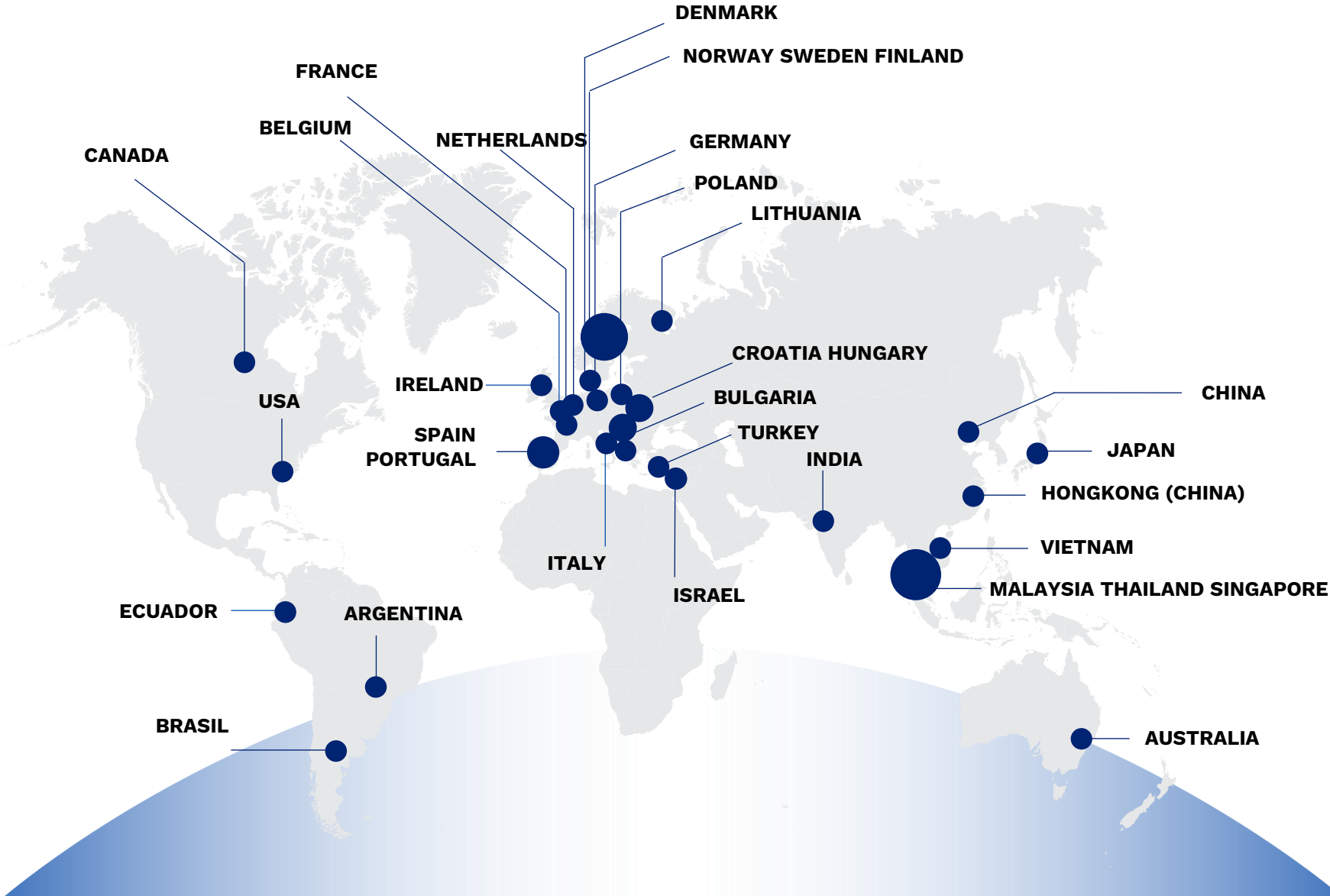


Global reach.

We are a founding member of **Eight International**, a global business advisory organization. As a global integrated team we advise corporate clients, businesses, private equity funds and leading investment banks in 30 countries on 5 continents, to help navigate challenges across **transactions, restructuring and operational transformation.**



About JP Weber



Global reach.

We are a member of **M&A Worldwide**, global network of 49 advisory boutiques in almost 36 countries, specializing in **mergers, acquisitions, company sales and corporate finance projects.**

- > **400** M&A professionals
- > **€20 bn** deal value over the last 6 years
- > **2700** deals since over the last 6 years
- > **553** deals in 2020
- > **12** industry groups





PSIK
Polskie Stowarzyszenie Inwestorów Kapitałowych

PAIH
Grupa PFR



Invest in
Wrocław

AR
AW

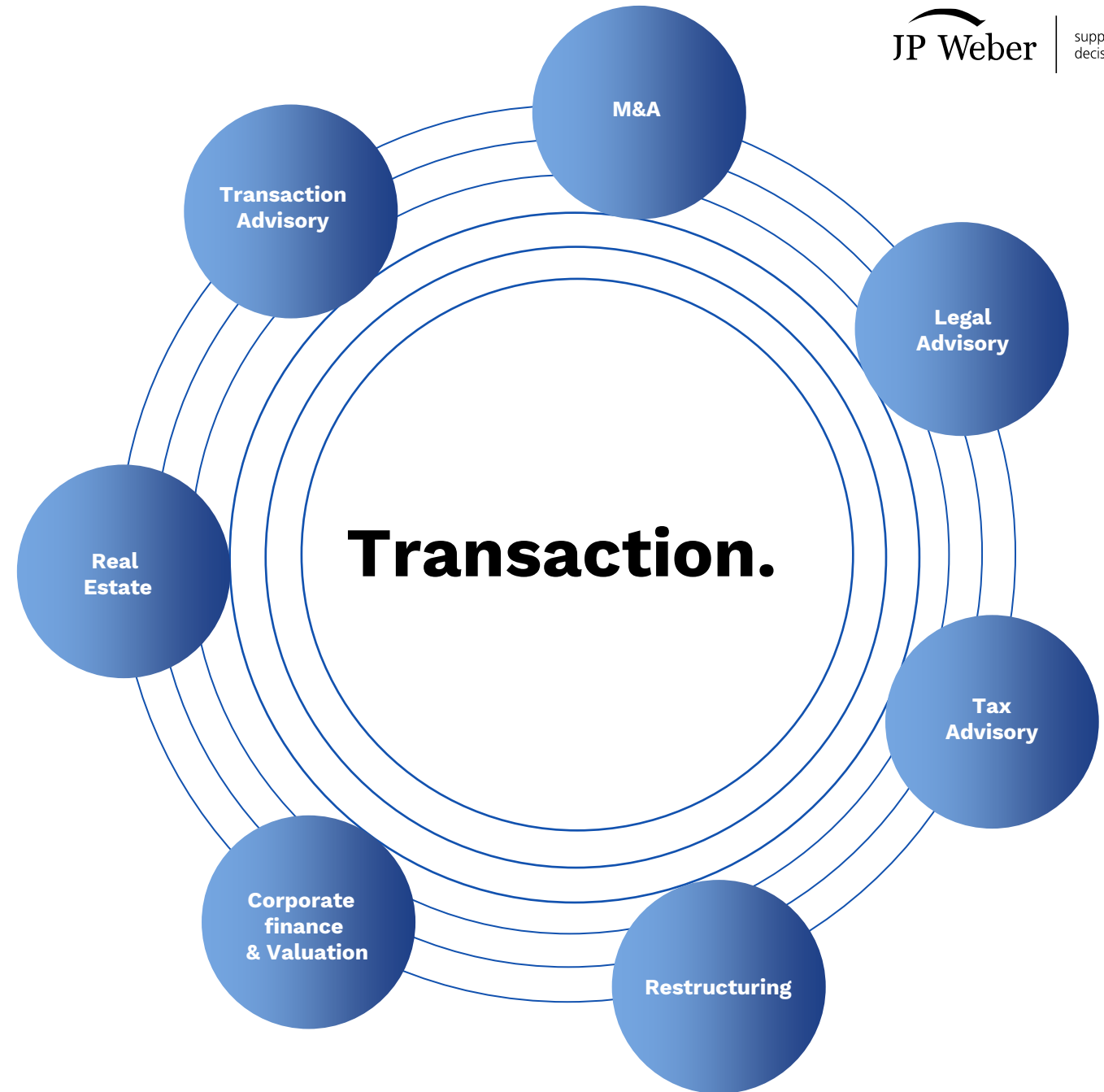
ITCORNER

Partnerships.

As a Member and Partner of several associations we contribute to the development and promotion of the capital and investment market in Poland.



Our services



Transactions, M&A, Direct Investment.

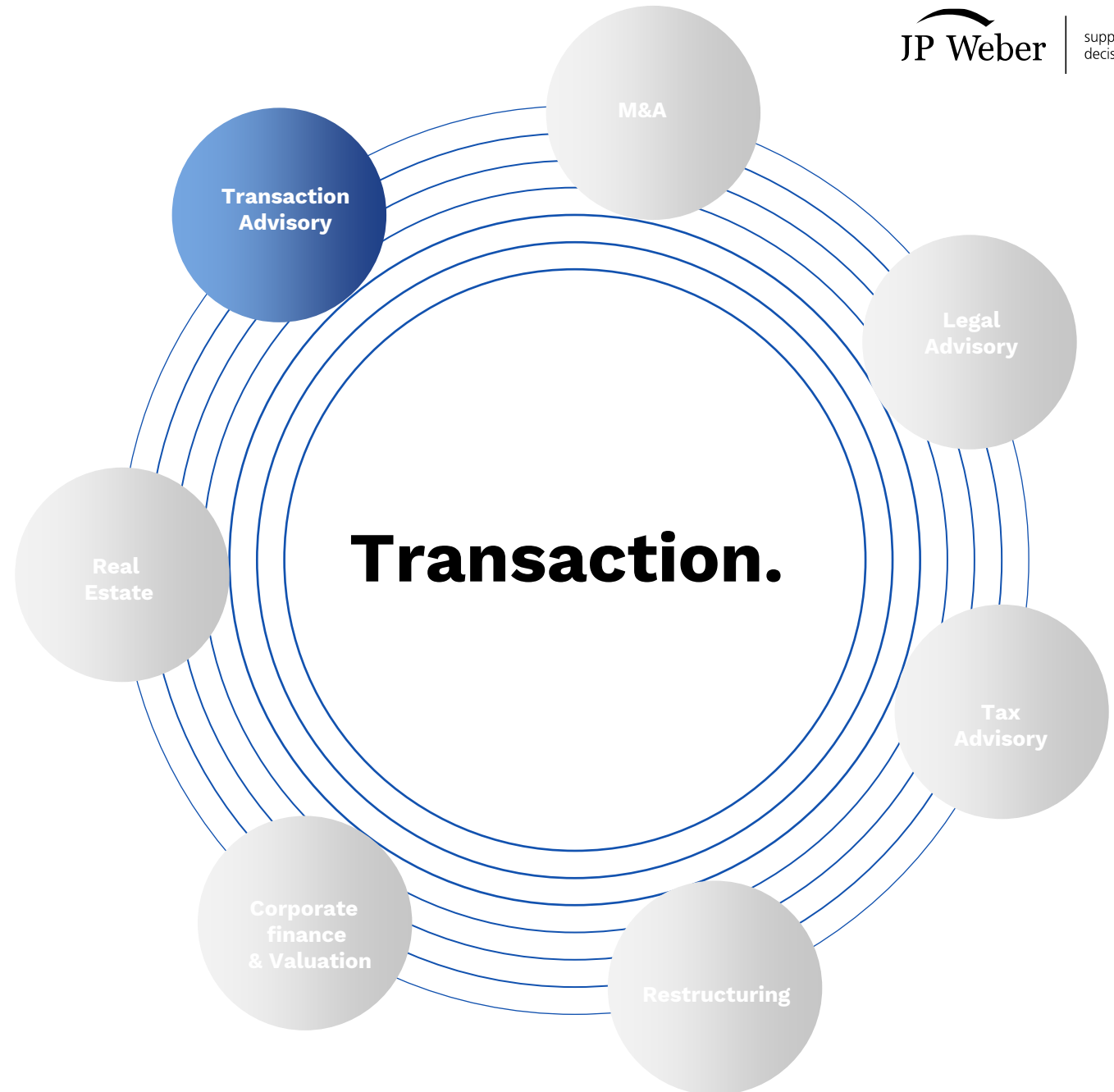
Comprehensive transaction support aligned with Client's needs.



Our services

Transaction Advisory.

Financial buy-side due diligence.
Exit Readiness Assessment (sell-side).
Vendor Assistance and Vendor Due Diligence.
Preparation of carve-out financial information.
Assessment of synergies.
Financial support in transaction documents:
term-sheet, TSA (Transition Services Agreement),
APA (Asset Purchase Agreement), SPA (Share Purchase Agreements).





Our services

M&A.

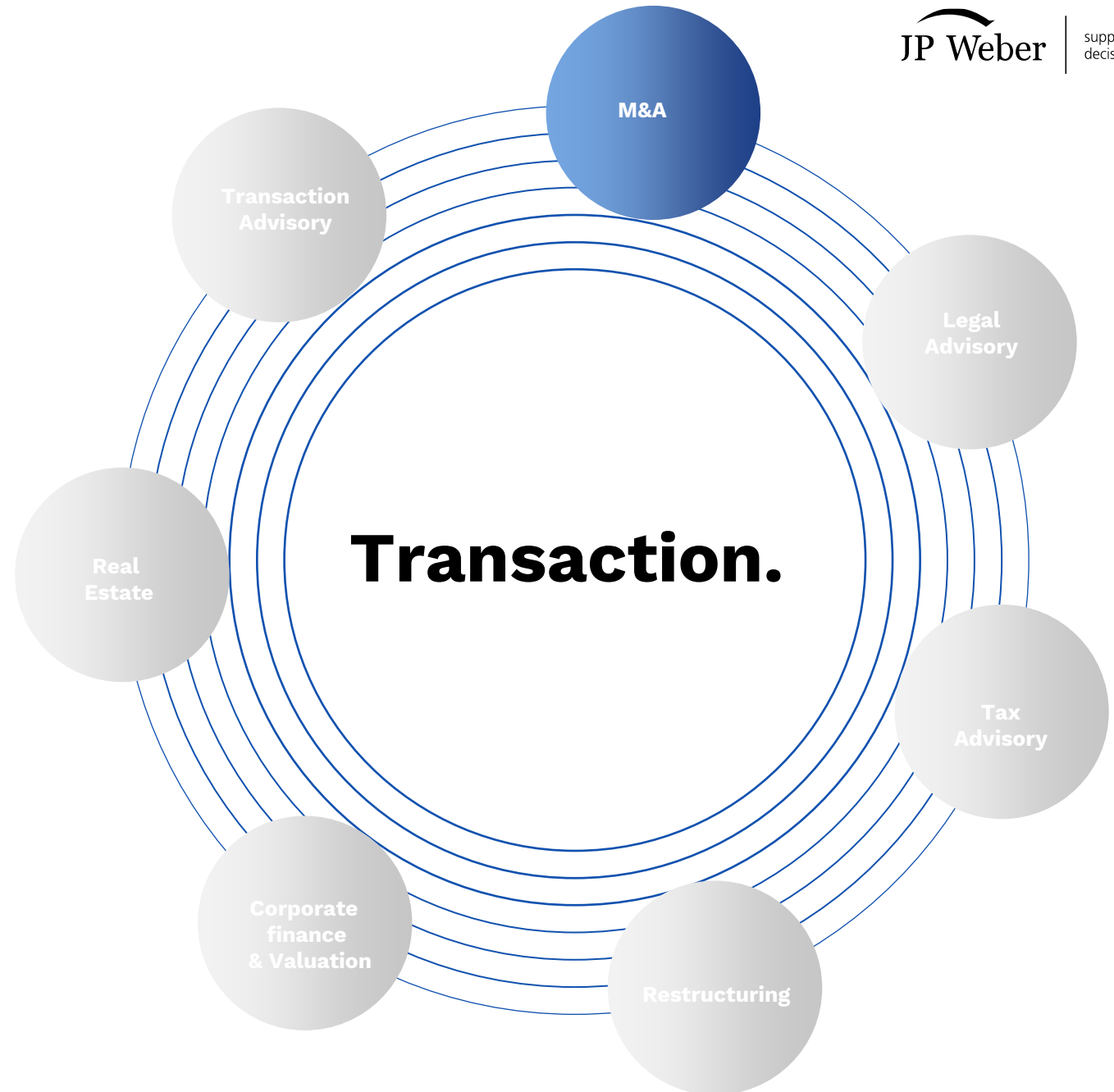
Buy-side and sell-side lead M&A advisory services, including mergers, management buy-out/buy-in transactions or leveraged buy-outs.

Development of the process, including specific stages and indirect results.

Identification of potential targets and investors, and establishment of relations with them.

Development of negotiation strategies and methods.

Review of financing options and support in obtaining transaction financing.





Our services

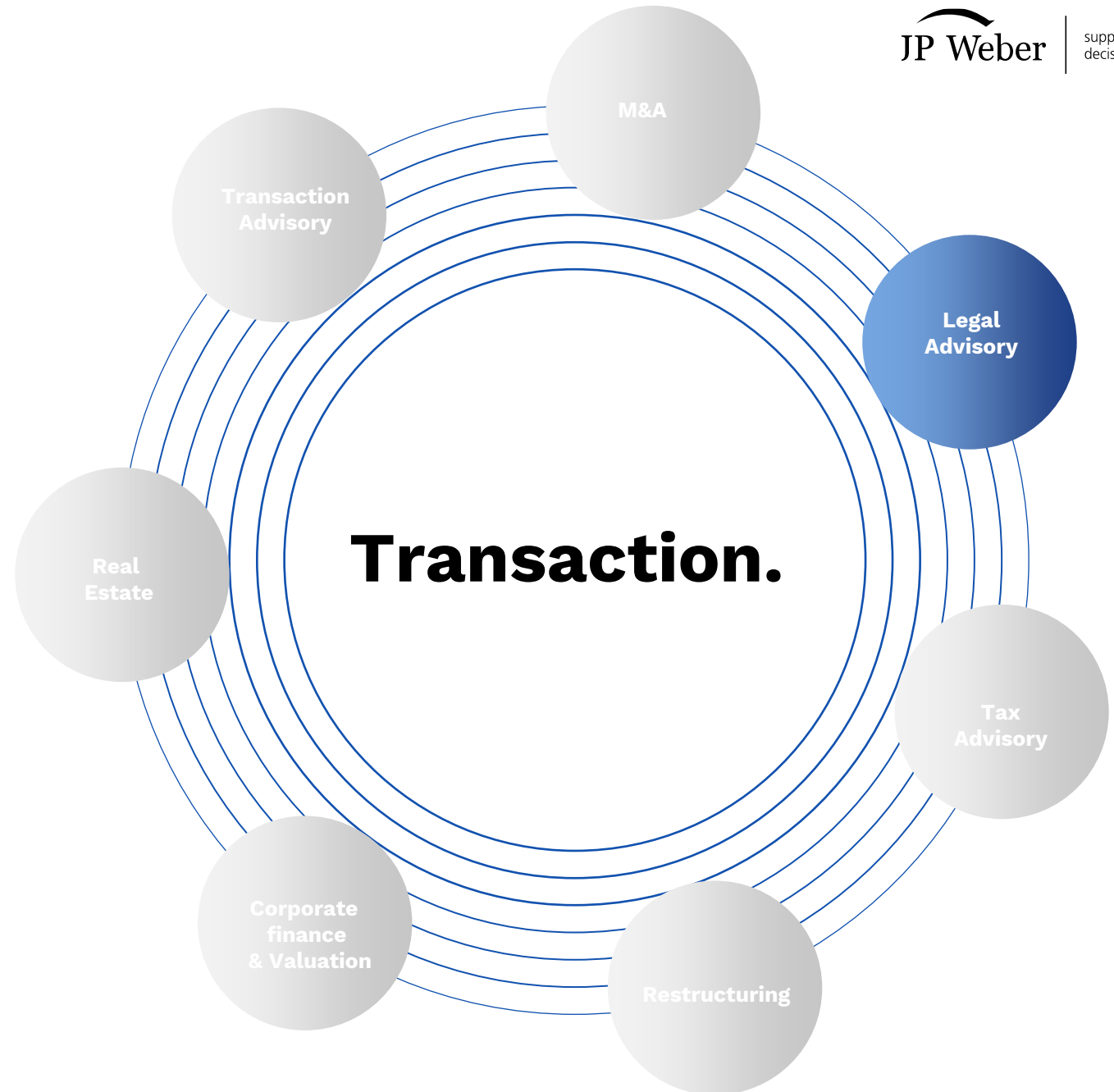
Legal Advisory.

Legal transaction concept support.

Legal due diligence.

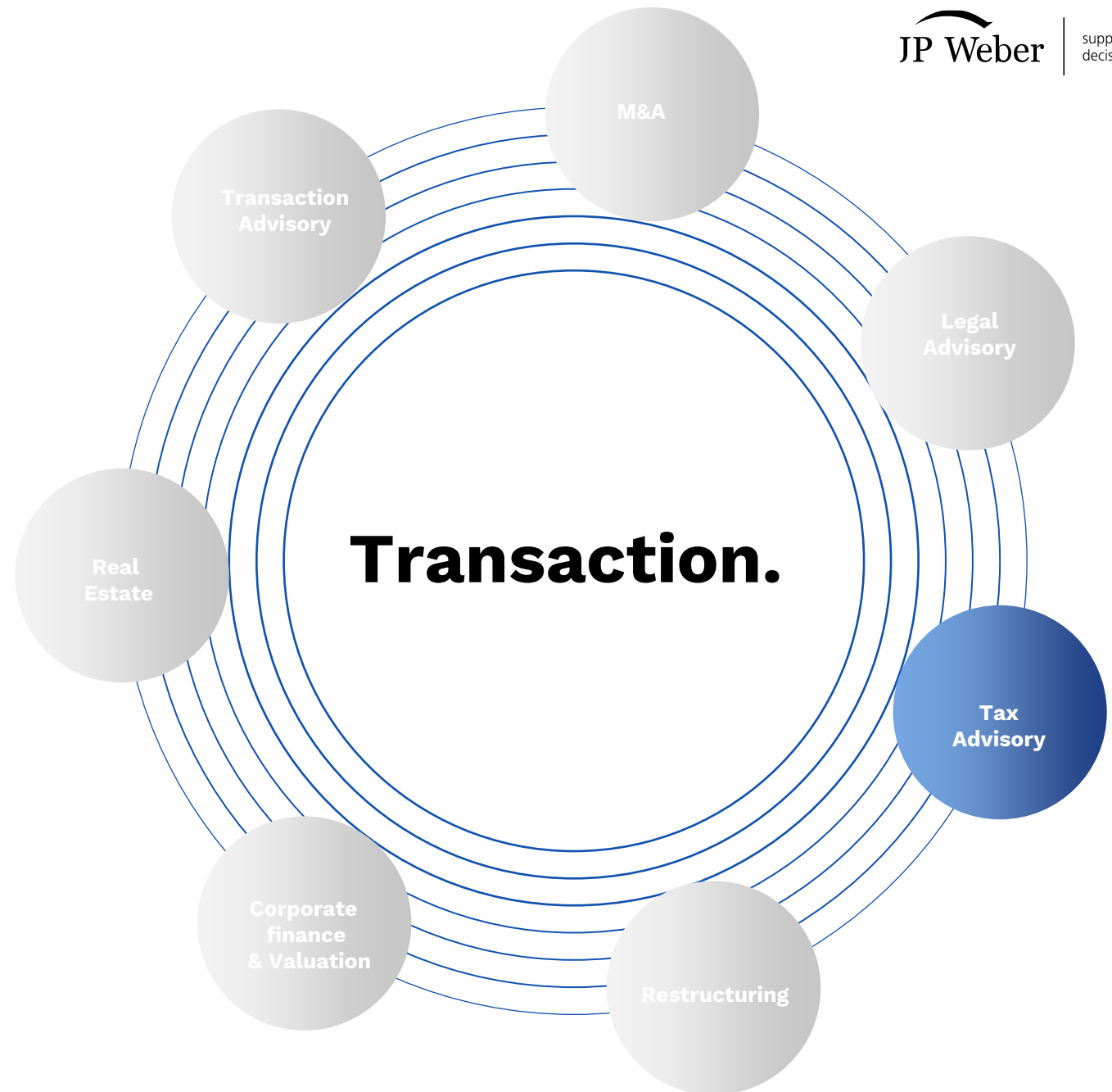
Drafting of transaction documents: term-sheets, Letter of Intent (LOI), TSA (Transition Services Agreement), APA (Asset Purchase Agreement), SPA (Share Purchase Agreement), SHA (Shareholders' Agreement).

Support in arrangement of financing.





Our services



Tax Advisory.

Tax structuring.

Tax due diligence.

Tax assistance with respect to transaction documents including drafting of tax reps & warranties or tax indemnification clauses.

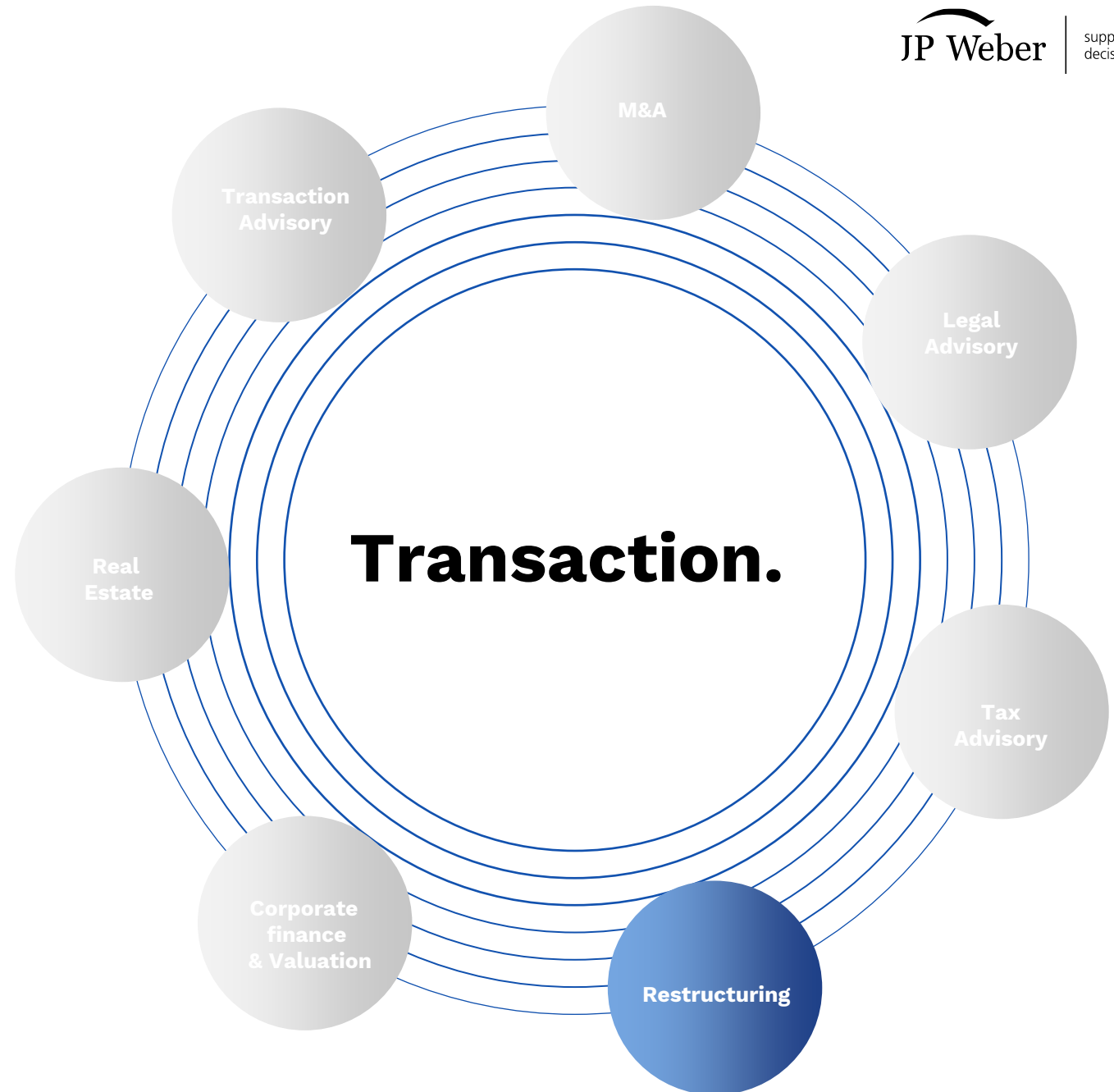
Post-Closing tax advisory.



Our services

Restructuring.

- Legal advisory in restructuring.
- In court and out-of court restructuring.
- Independent Business Review (IBR).
- Restructuring plans.
- Pre-Pack planning and execution.
- Cash and working capital management review.
- Insolvency Planning.
- Support in obtaining short-term financing.





Our services

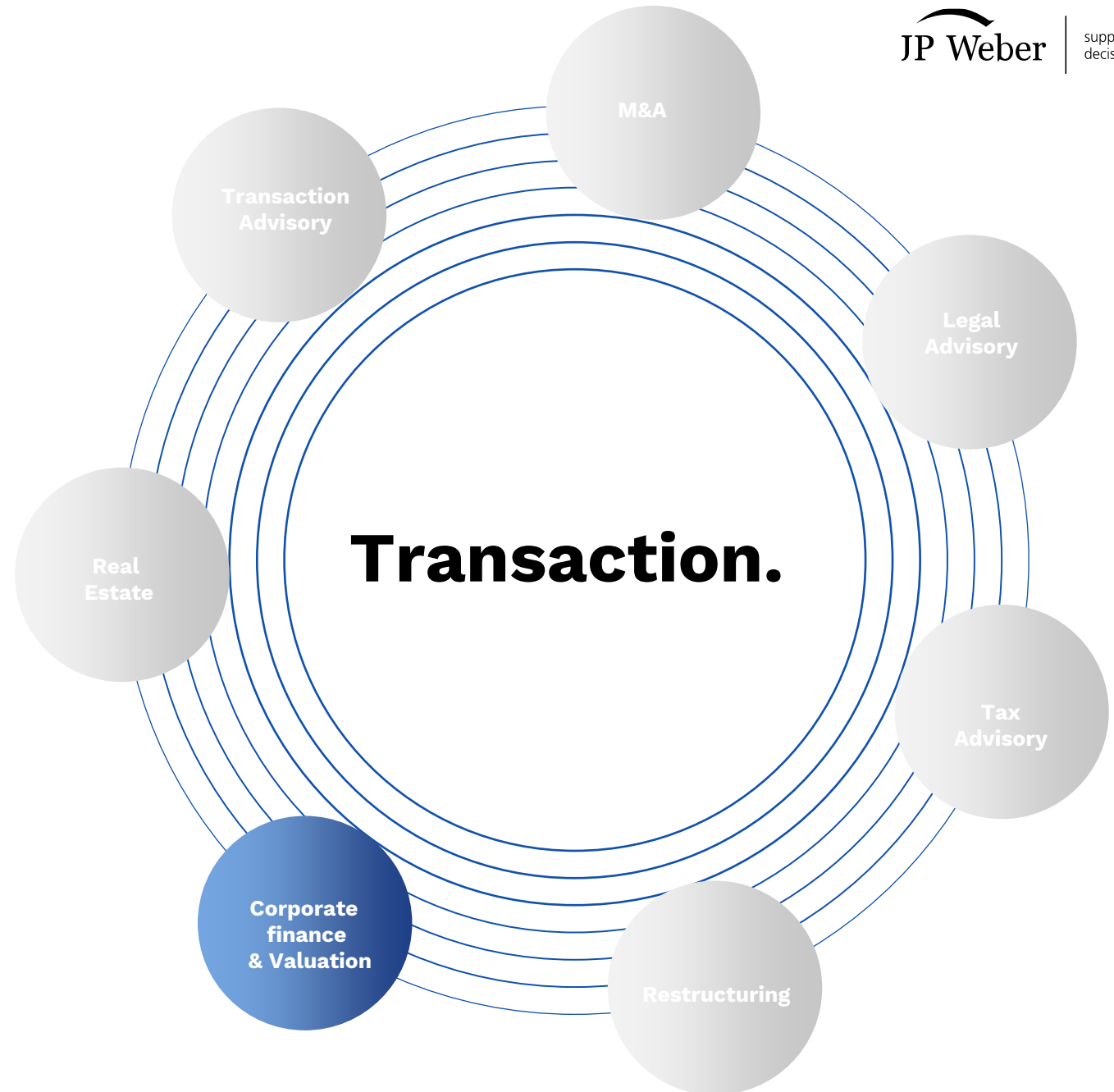
Corporate finance & Valuation.

Valuation of companies for transactional or internal purposes.

Preparation or review of financial models and cash flow forecasts.

Review and drafting of business plans.

Support in search for the capital providers (investors and lenders).





Our services

Real Estate.

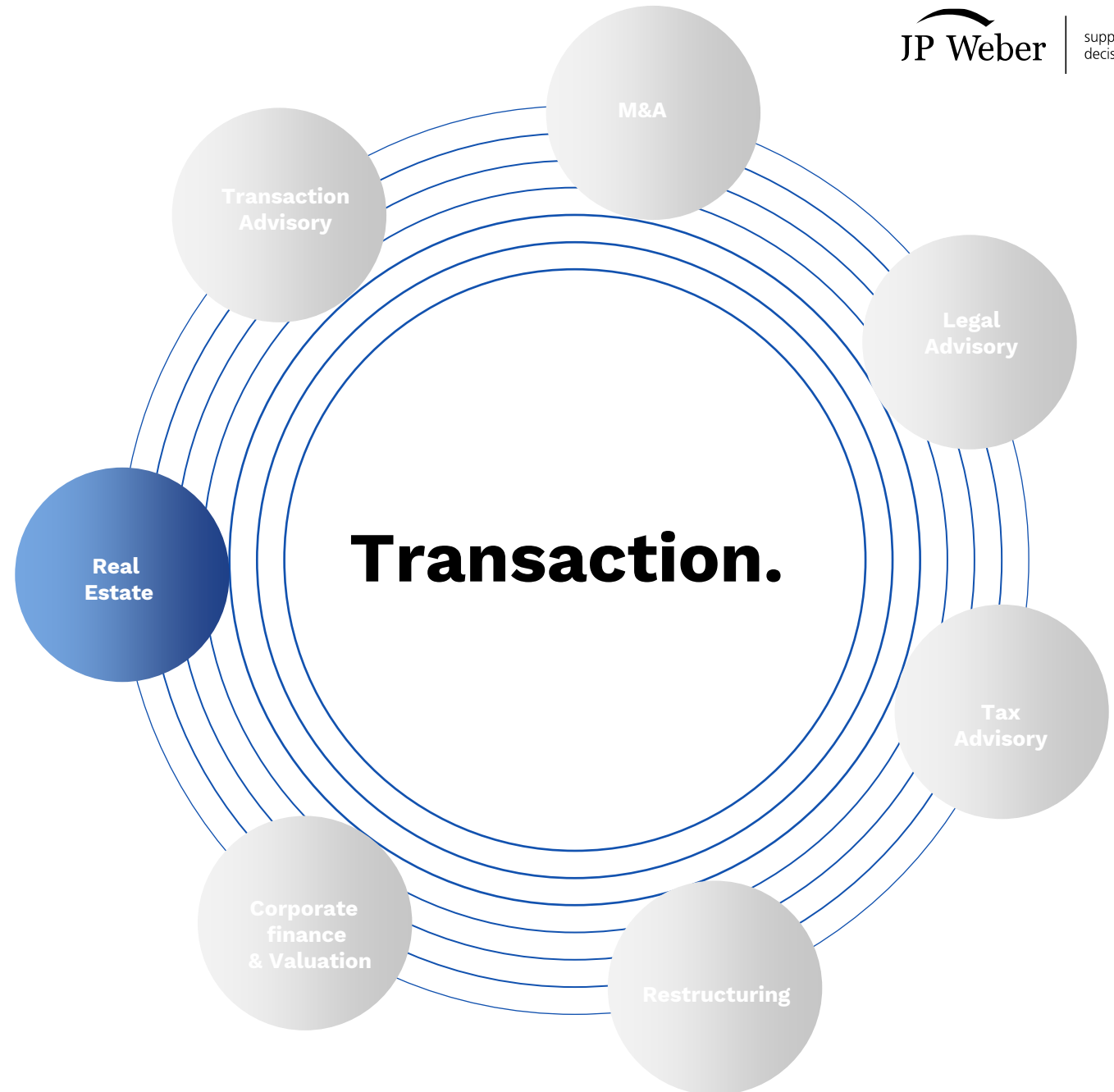
Support in property identification and location analysis.

Supervision over the implementation of investment processes, obtaining necessary permits.

Comprehensive advice on the sale and purchase of real estate, including all transaction elements.

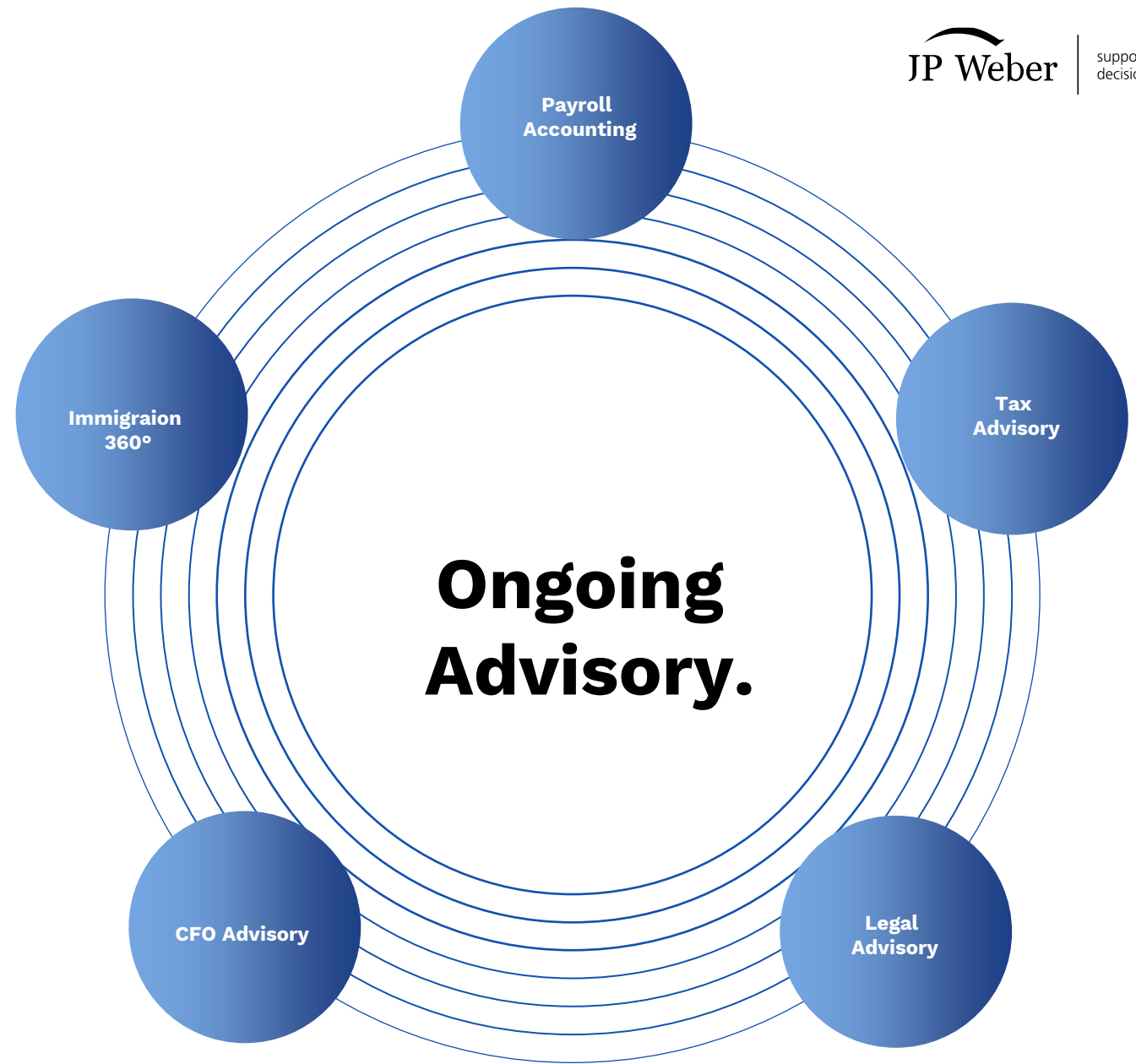
Conducting due diligence.

Current legal and tax support related to the use of property.





Our services



Ongoing Advisory.

We support decision-makers and business owners in daily business, financial, accounting, legal and tax challenges.



Our services

Payroll, Accounting.

Developing annual financial statements compliant with IFRS.

Management reporting.

Maintaining accounts books in compliance with the Polish regulations as well as IFRS.

Developing declarations, tax information and other obligatory reports related to running business operations.

Monthly payrolls, social insurance and tax statements.

Maintaining HR and payroll records.





Our services

Tax advisory.

Tactical tax advice relating to the current activity of the company, including consultation of existing and planned projects in terms of optimal legal and tax structure.

Strategic tax consulting in the situation of changes in the structure of the enterprise.

Monitoring the correctness of tax settlements and agreements for compliance with tax regulations, CIT, VAT, PIT and other taxes, as well as representation in contacts with tax authorities.

Preparing requests for binding interpretations of tax regulations.





Our services

Legal advisory.

- Company law
- Capital Markets Law
- Real Estate Law
- Labour law
- Judicial proceedings
- Public Procurement
- Bankruptcy law
- Contract Law

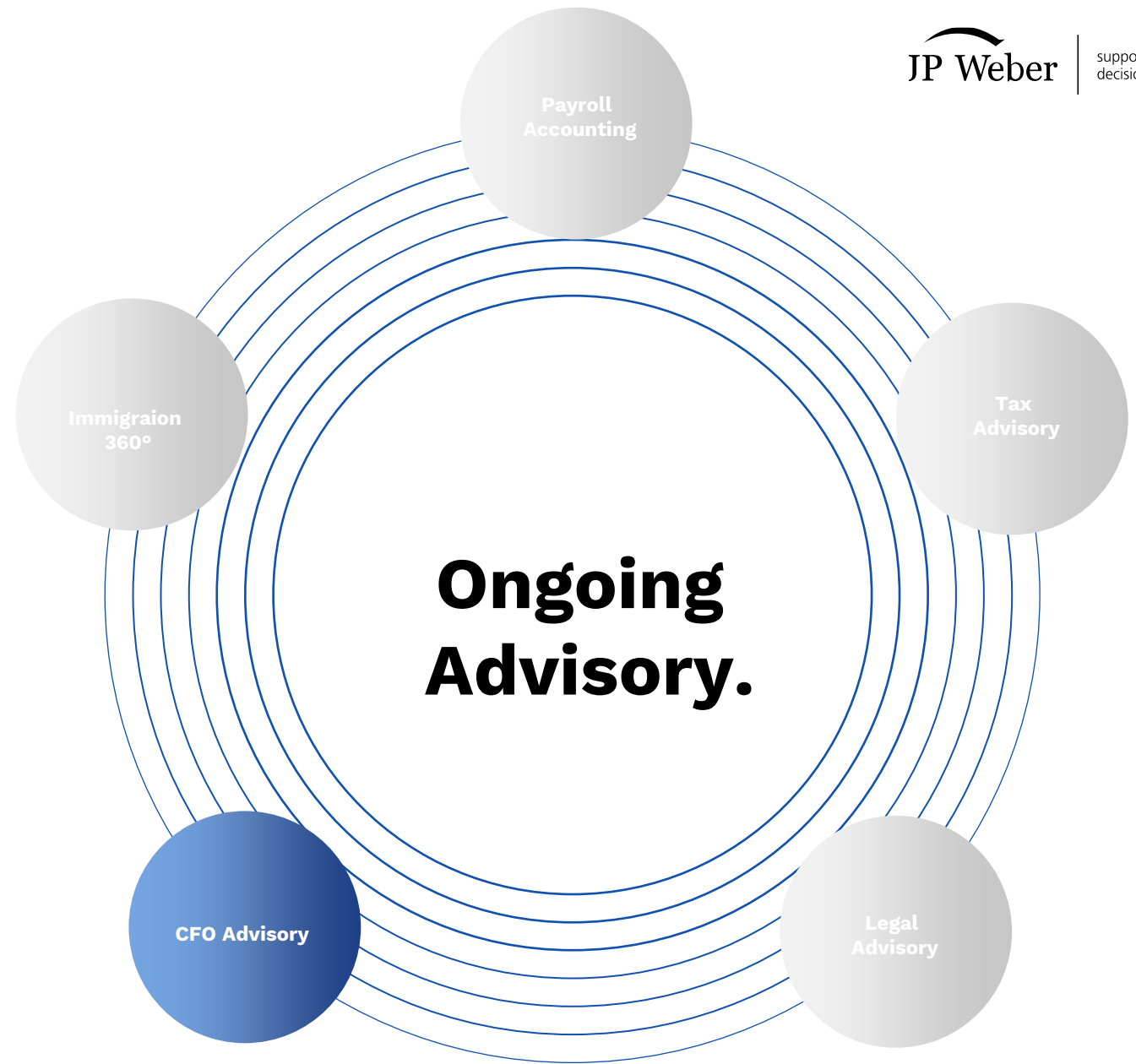




Our services

CFO Advisory.

Financing of the business from Banks and other capital providers
Strategic options review, business plan preparation and forecast modelling support
Management Reporting and advanced analytics with PowerBI implementation





Our services

Immigration 360°.

Comprehensive support in the process of legalisation of work and stay of foreigners working for Polish companies.

Analysis of a foreigner's status, comprehensive preparation of documentation and representation before public administration offices.

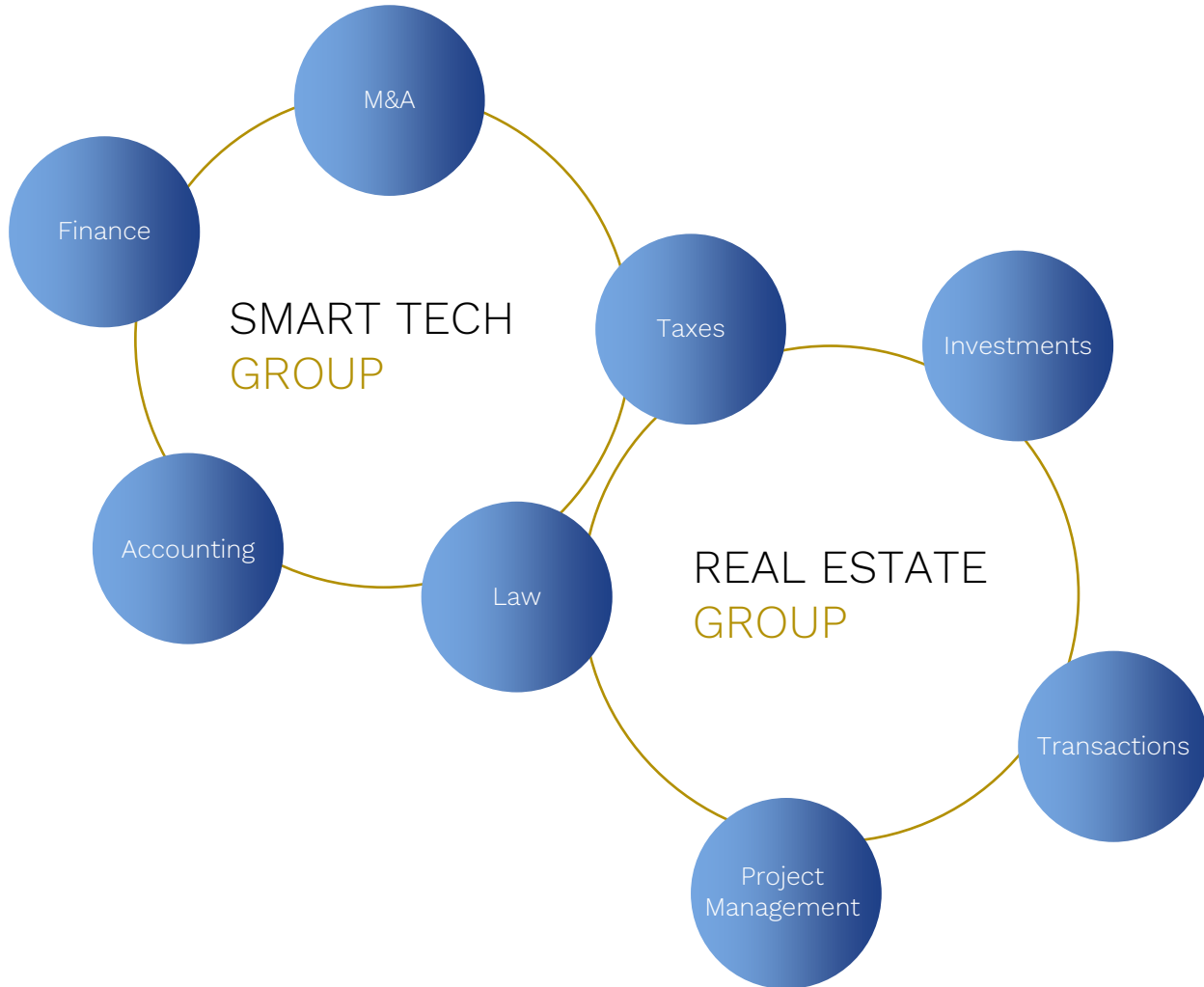
Comprehensive legal services for a business entity already employing foreigners.

Analysis of principles and effects of taxation of foreigners on the territory of Poland.

Current tax advice for foreigners and their employer.

Preparation of agreements, opinions and recommendations on immigration issues, monitoring of legal changes.





Industry expertise.

There are interdisciplinary teams supporting clients from the **IT and Real Estate** industries. Additionally, as a member of the **M&A Worldwide** network, we are part of the international sector groups Real Estate, IT & Tech, Agri, Energy, Healthcare, Biotech & Pharma, Logistics & Transportation and Automotive.



Team



Team Leaders: M&A and transaction advisory services.



Team



Grzegorz Piechowiak

Managing Partner

Gregor has over 20 years of professional experience in managing cross-border and national M&A transactions as well as Corporate Finance Projects.

Education

Gregor studied in Würzburg and Jena, Graduated from courses in Finance and Controlling,

Languages: Fluent: English, Polish, German.

Professional experience

2001 – present: JP Weber, Founding Partner, Member of the Board, Head of M&A and Transaction Services,

2006 - 2012: BrainNet Management Consultants, CEO of Polish subsidiary providing specialized advisory services in supply chain management and procurement,

2001 – now: Supervisory Board/Proxy of several international companies in CEE.

Selected credentials

Selected corporate clients, including: IPH Brammer, Remondis, Saria, Wielton, Kistenpfennig, Remondis, Preh, BSH, Freudenberg, RhönSprudel,

Selected Private Equity clients, such as: Aestuarium Equity, KGHM TFI.

Specific experience

CDD and Transaction services for Mostostal Puławy, Buy Side (building & construction),

Due diligence of Quin Poland for Preh (automotive sector),

Due diligence of Polish automotive Tier II player for OpenGate Capital,

Transaction services for Saria, Buy Side:(agriculture products and utilization),

Transaction services for RhönSprudel, Sell Side (food & beverages),

M&A Advisory: sale of shares by Arson to PKN Orlen (petrol industry),

M&A Advisory: acquisition of shares by IPH Brammer in Kistenpfennig (MRO),

M&A Advisory: acquisition of shares by Wielton in Langendorf (trailers manufacturing),

M&A Advisory: acquisition of shares by RuLa GmbH in ATB Truck (automotive sector),

M&A Advisory: sale of shares in Hectas (Vorwerk Group) to Klüh (facility management services),



Team



Piotr Dalak, ACA

Associate Partner at JP Weber

Piotr has significant professional experience, which he acquired in Transaction Advisory Services teams at Big 4 companies in Poland and UK.

Education

Qualified Associate Chartered Accountant (member of ICAEW in the UK since 2014) and also holds UK Audit Qualification,

He graduated from Birmingham University in the UK with a degree in Economics with Japanese language,

Languages: English, Polish;
Basic: Japanese, German.

Professional experience

2018 – present: Associate Partner Transaction Advisory Services lead, JP Weber – responsible for due diligence and financial advisory,

2015 – 2018: Corporate Finance Manager – Transaction Advisory Services, EY Poland - responsible for buy-side and sell-side due diligence and post-transaction support,

2013 - 2015: Assistant Manager/Manager – Transaction Advisory Services, KPMG Poland - responsible mainly for buy-side financial due diligence and SPA support,

2010 - 2013: Senior Associate – Banking Assurance Services, KPMG UK - responsible for statutory and regulatory audits of banks and other financial institutions,

Selected credentials

Selected Private Equity clients, such as: Innova, Union Investments, 21 Centrale Partners, Loan Star Funds, Cinven Capital Management, Mid Europa Partners, Permira, AnaCap Financial Partners, Hili Ventures, Enterprise Investors,

Selected corporate clients, including: PKP Energetyka, T-Mobile, Fortum, GFI Informatique, Rosti Group, Axel Johnson International, Cargill, Ringier Axel Springer, Avera Technologies, Puratos and others,

Selected banking clients: HSBC Bank, Citi Bank, Bank of Montreal, ICICI Bank, Goldman Sachs International and others.

Specific experience

Financial due diligence of Avena (IT)
Financial due diligence of Nu-Med (medical)
Financial due diligence of Distance (retail)
Financial due diligence of SPI / Kino Polska (media)
Financial due diligence for Lux Med
Financial due diligence for Waterlogic
Financial due diligence for Alliance Automotive
Financial due diligence for Hupac
Financial due diligence of Griffin Premium Real Estate for Globalworth Real Estate Investments
Due diligence of Test & Measurement Solutions for Avera Technologies
Due diligence of SuperDrob for Charoen Pokphand Foods,



Team



Marcin Bartyzel

Director

Marcin has many years of experience in structured finance for clients from different sectors. He specialized in commercial, industrial and office real estate sectors.

Education

2005 – 2006 Warsaw University of Technology - postgraduate studies in Valuation of Real Estate and Real Estate Management

1999 – 2002 Warsaw School of Economics (SGH) – Warsaw

Master of Economics – specialization in FINANCE AND BANKING

Professional experience

2021 - Director – JP Weber, responsible for financial advisory and real estate advisory,

2017 – 2021 – Financial advisor to several companies – self-employed

2003 - 2017 -Real Estate Financing Expert (Transaction Manager) at the Real Estate Leasing (Sale and Lease Back) Department at RAIFFEISEN – LEASING POLSKA S.A. and (PKO Leasing S.A.) after a merger of both companies.

2003 - Professional internship in the legal and accounting department of the CECOMA SEVESTRE Legal, Accounting and Audit Office in Caen, France

Selected credentials

Long term bank loan acquisition and sale coordination of the logistic center in Warsaw area: GLA 22+ tsd. sq. m.

Sale and lease back of the portfolio of 28 supermarkets for a nation-wide operator. Transaction volume: PLN 106m.

Sale and lease back of the logistic center in Tri-city: Net transaction volume: PLN 45m.

Specific experience

Bank debt restructuring project for several companies including renegotiations of bank loan structure, conditions and covenants.

.Financial due diligence as part of M&A process.

Financial advisory services in structured finance for commercial, logistic and industrial RE.

Acquisitions of bank funding for investors in commercial, logistic and industrial RE.

Track and report bank loan conditions for lenders. Day to day relationship management with lenders.

Preparing projects for funding: preparation of financial projections, business plans, financial and market analysis.

Evaluation and review of valuation models (DCF).



Team



Izabela Janiszewska

Senior Associate

Izabela has over 7 years of professional experience acquired in legal advisory in Polish and international law firms in Poland. She is attorney at law since 2018.

Education

Attorney at law (radca prawny), no. WA-13768, since 2018,

She graduated Cardinal Stefan Wyszyński University in Warsaw with the degree of master of law,

Languages: Polish, English

Professional experience

2018 - present: Senior Associate - JP Weber Dudarski Sp. k. responsible for M&A transactions and contract law,

2016 - 2018 Associate - JP Weber Dudarski Sp. k. responsible for M&A transactions and contract law,

2015 - 2016: Junior Associate - JP Weber Dudarski Sp. k. responsible for M&A transactions and contract law,

2014 - 2015: Lawyer - Morawski & Partners Law Firm in Warsaw responsible for contract and corporate law.

Selected credentials

Selected automotive clients: Wegmann Group, Preh Car Connect Polska, LG Electronics, Samsung Electronics,

Other selected corporate clients: Wielton, KT Corporation, Msg Life, Sopro Polska, Porr Group Companies, Freudenberg Group Companies, Saria Polska,

Selected restructuring projects: Metalco International, Pearl Stream

Specific experience

Comprehensive legal advisory for Polish and foreign clients from various sectors,

Several M&A transactions (Buy- and Sell Side)

Legal and business advisory in M&A transactions;

Legal Due Diligence processes;

Commercial and Contract Law;

Market entrance advisory for foreign clients investing in Poland



Team



Artur Chamot Tax Advisor, Attorney at Law

Artur Chamot, expert in ongoing tax advisory, transfer pricing and restructuring processes. During his 8 years of experience, he has carried out projects for many sectors, including construction, logistics and telecommunications. In 2018 he passed the exam for a tax advisor.

Education

Licensed tax advisor and attorney at law

He holds a Master's degree in Law from University of Gdańsk

Languages: Polish (native), English (fluent).

Professional experience

06.2019 - now: JP Weber -attorney at law and tax advisor (senior tax consultant)

11.2016 - 06.2019: Law Firm of Attorneys at Law "Hałoń and Kucharski"- attorney at law (tax expert)

05.2014 - 12.2015: Law Firm of Attorney at Law Andrzej Drozd -trainee attorney at law (lawyer)

04.2013 - 10.2015 : Law Firm of Attorneys at Law "Kontra"- trainee attorney at law (lawyer)

09.2011 - 09.2012: Law Firm of Attorney at Law Paweł Zieliński -lawyer

Selected credentials

Tax due diligence of Core Services and ProsoftLab for Astek Group

Tax due diligence of Astek Polska and Intitek for financing purposes of Astek Group

Tax due diligence (buy side) for Lux Med

Tax due diligence of Soti Natural for Augere

Tax fact book concerning Recticel

Due diligence in the field of VAT for Wratistavia Biodiesel

Transaction tax structuring for Hyundai

Due diligence review of Nu-Med Group, Polish oncology, medical and diagnostic services centers, a portfolio company of Enterprise Investors in the process of debt refinancing by Kartesia

Tax analysis of the reorganization of a group of poultry entities

Specific experience

Tax due diligence projects, both buy-side and vendor,

Transaction advisory services

International tax structuring

SPA modelling

Post-merger integrations

Domestic and international restructuring and tax planning



Team



Marcin Dudarski, PhD
Attorney at Law
Managing Partner



Rafał Gołąb, PhD
Attorney at Law
Associate Partner



Adam Smuga
Immigration Practice
Manager



Ewa Czop
Associate Partner



Anna Pławiak
Tax Director
Tax Advisor



Tomasz Bartoszek
Associate Partner
Tax Advisor

Team Leaders: legal, financial, tax and accounting advisory.



Team



Rafał Gołąb, PhD
Attorney at Law
Associate Partner



Tomasz Sadurski
Attorney at Law
Restructuring Advisor
Associate Partner



Michał Latosiński
Attorney at Law
Senior Associate



Izabela Janiszewska
Attorney at Law
Senior Associate



Magdalena Dubrownik - Winnicka
Attorney at Law
Senior Associate



Aleksander Grześkiewicz
Associate



Ziemowit Skórzewski
Associate



Alicja Stopyra
Associate

Ongoing legal advisory team.



Team



Tomasz Bartoszek
Associate Partner
Tax Advisor



Anna Pławiak
Tax Director
Tax Advisor



Artur Chamot
Tax Advisor
Attorney at Law



Karolina Paszkowiak
Senior Tax Consultant



Dorota Chyży
Tax Consultant

Tax advisory team.



Team



Marcin Dudarski, PhD
Attorney at Law
Managing Partner



Matt Bin
Korean Desk Manager
Associate Partner



Martyna Biłtyk
Real Estate Analyst
Investment Advisor



Tomasz Bartoszek
Associate Partner
Tax Advisor



Wawrzyniec Mucowski
Attorney at Law
Senior Associate

Team Leaders: Real Estate Group.



Team



Piotr Kucharczyk, CFA
Associate Partner



Rafał Gołąb, PhD
Attorney at Law
Associate Partner



Ewa Czop
Associate Partner

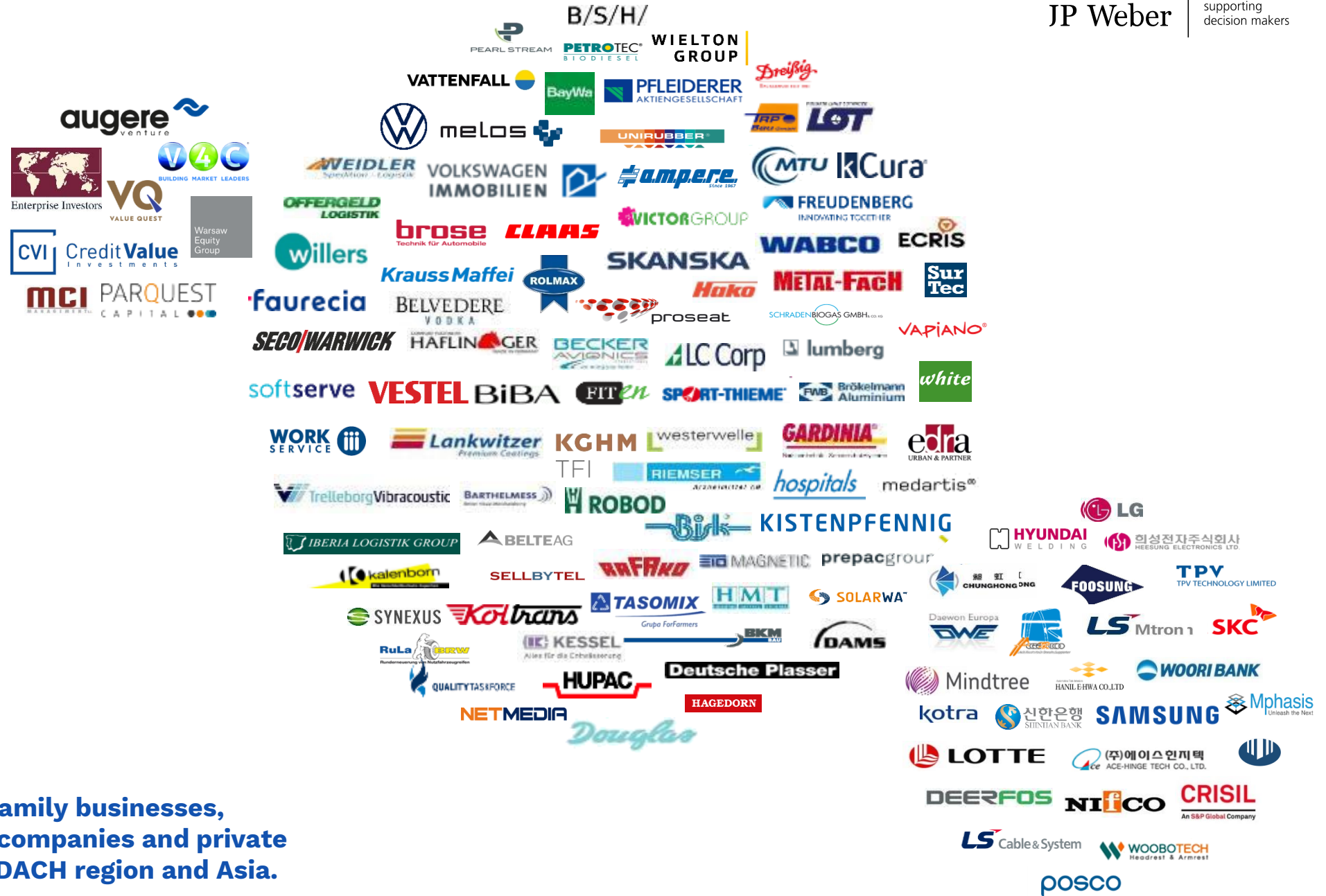


Tomasz Bartoszek
Associate Partner
Tax Advisor

Team Leaders: Smart Tech Group.



Clients & references



Clients.

Most of our clients, including **family businesses, European champions, global companies and private equity funds**, come from the **DACH region and Asia.**



Clients & references

JP Weber TRANSACTION ADVISOR

JP Weber TRANSACTION ADVISOR

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JP Weber TRANSACTION ADVISOR

JP Weber TRANSACTION ADVISOR

JP Weber TRANSACTION ADVISOR



FINANCIAL, TAX, LEGAL DUE DILIGENCE OF



Retail



FINANCIAL, TAX, LEGAL DUE DILIGENCE OF PHOTOVOLTAIC FARMS

Real Estate / Energy



FINANCIAL, TAX, DUE DILIGENCE OF



Medical



FINANCIAL DUE DILIGENCE OF



Medical

JP Weber TRANSACTION ADVISOR



FINANCIAL AND TAX DUE DILIGENCE OF A COMPANY FROM INDUSTRIAL AUTOMATION DISTRIBUTION AND MAINTENANCE SECTOR

Distribution / Services



FINANCIAL DUE DILIGENCE OF



IT

JP Weber TRANSACTION ADVISOR



FINANCIAL AUDIT DUE DILIGENCE OF A COMPANY FROM THE WAREHOUSE LOGISTICS SECTOR

Services



FINANCIAL, TAX, DUE DILIGENCE OF THE AUTOMOTIVE PARTS DISTRIBUTION COMPANY

Distribution

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FINANCIAL DUE DILIGENCE POLISH ENTITIES OF OTTO GROUP FOR ENGIE Deutschland GmbH



Services

Due Diligence.



Clients & references

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JP Weber TRANSACTION ADVISOR



FINANCIAL, LEGAL, TAX DUE DILIGENCE



IT



FINANCIAL, LEGAL, TAX DUE DILIGENCE



Services



FINANCIAL AND TAX DUE DILIGENCE FOR WATERLOGIC

Services



CONFIRMATORY FINANSOWE, PRAWNE, BADANIE DUE DILIGENCE



Manufacturing



FINANCIAL, TAX DUE DILIGENCE OF A COMPANY (TECHNICAL ACCREDITATION SECTOR)

Services



FINANCIAL, LEGAL, TAX DUE DILIGENCE OF A COMPANY (LOGISTIC SECTOR)

Logistics

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FINANCIAL AND TAX DUE DILIGENCE OF POLISH PART OF



Media



FINANCIAL, LEGAL, TAX DUE DILIGENCE OF NFC PRODUCER

Food and Beverage



FINANCIAL, LEGAL, TAX DUE DILIGENCE



Manufacturing

Due Diligence.



Publications.

JP Weber has issued numerous publications, including the **most recent guides for investors and reports.**



Contact

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