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Introduction
Dear clients, business partners and colleagues,

every year I use the introduction of the annual report to assess the past year from different perspectives. Allow me to add a few comments to evaluate the events of 2016 that had an impact on our company.

I am glad to say that these comments are mostly positive. Last year for Sabris was characterised by building the holding structure in terms of the newly established European joint-stock company as well as reinforcing our global presence. We focused primarily on expanding and improving the quality of our services in the field of comprehensive systems integration, software development and centre of shared services. Our priority was also to reinforce cooperation with our strategic partners, SAP and OpenText and focusing on innovation associated with the technologies of these global leaders.

In retrospect, what are the most significant events of last year? The company SAP has again become the leader in business systems owing to the revolutionary in-memory platform HANA. Its flagship S/4HANA offers an entirely new direction to their customers, whether in terms of massive performance, simplification of data structures, strong support of reporting and company analyses, modern user interface thanks to Fiori, but above all new scenarios for business support. In June 2016, we successfully managed to introduce to production the very first implementation of S/4HANA in the CEE region in the company Marvinpac CZ, s.r.o. This successful pilot project and the experience acquired during the project are both a major advantage and a challenge in terms of being able to further develop the experience and utilize them to the highest possible degree with other customers as well, whether to deploy an entirely new SAP solution or to migrate the current ERP to S/4. Another major event is the expansion of our industrial solution S²AP for meat to global markets. We are currently working together with the Russian branch on the “Kashira” project for our customer Cherkizovo group in Russia. For the most part, it is a robotic and automated plant where the SAP and our S²AP solution will be the control system for other industrial technologies. In terms of robotization and automation, it is a unique project in the whole Europe. Another important aspect is the international composition of vendors for the whole project, opening up cooperation options in other markets as well. When talking of international markets, I also have to mention another expansion of services for the Automotive industry. We have projects underway for Magna in the UK, Spain, Germany and USA. If asked to comment on the economic results of the different companies from the perspective of the Chairman of the Board of Directors of Sabris Holding, SE, then Sabris CZ s.r.o. definitely deserves appreciation. The past financial year for Sabris CZ was, after a long period of time, a year without utilisation of the European funds for the company’s development. Despite this, the company managed to achieve 17% growth in revenue from € 8 025 000 to €9 404 000, which is an excellent result.

To conclude, I would like to thank all our customers and business partners who spent the last year with us for their trust and help in achieving our common goals. I would also like to thank all my colleagues for their commitment and loyalty and their contribution to making our company a long-term, stable service provider in the field of IT on a global scale.

I am looking forward to our cooperation in 2017.

In Prague, on 24 March 2017
Vladimír Sýkora
# Basic Information

## Description of the Accounting Unit

<table>
<thead>
<tr>
<th>Name:</th>
<th>Sabris CZ s.r.o.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered office:</td>
<td>Pekařská 621/7, 155 00 Praha 5</td>
</tr>
<tr>
<td>Legal form:</td>
<td>limited liability company Municipal Court in Prague</td>
</tr>
<tr>
<td>Registered at:</td>
<td>Section C, insert 244079</td>
</tr>
<tr>
<td>Company ID:</td>
<td>04201523</td>
</tr>
<tr>
<td>Date of incorporation:</td>
<td>26. 6. 2015*</td>
</tr>
<tr>
<td>Principal activity:</td>
<td>Software training and consulting</td>
</tr>
<tr>
<td>Registered capital:</td>
<td>CZK 20 000 000</td>
</tr>
</tbody>
</table>

*Members of statutory and supervisory bodies on the date of closing the books:*  
Ing. Sýkora Vladimír, CEO  
Ing. Slížková Iva, CEO

*) Sabris CZ s.r.o. with the registered office at Prague 5, Pekařská 621/7, postal code 155 00, Company ID: 4201523, established in accordance with the national merger project upon a merger of Sabris, s.r.o. and SYCONIX, a.s. on 12 February 2015.
Equity participation in other companies exceeding 20% on 30 September 2016

<table>
<thead>
<tr>
<th>Company name</th>
<th>Registration office</th>
<th>Amount of shared capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sabris, s.r.o.</td>
<td>Prievozská 4B, 82109 Bratislava, Slovenská Republika</td>
<td>100%</td>
</tr>
<tr>
<td>Sabris OOO</td>
<td>Gazetnyy pereulok 9 str.2, 125009 Moscow Russian Federation</td>
<td>99%</td>
</tr>
<tr>
<td>sabris development s.r.o.</td>
<td>Pekařská 621/7, 155 00 Praha 5, Czech Republic</td>
<td>50%</td>
</tr>
<tr>
<td>Abri Services s.r.o.</td>
<td>Jílovišťská 551 15500 Praha 5 Czech Republic</td>
<td>95%</td>
</tr>
</tbody>
</table>

Contractual Agreements
The associates concluded no mutual agreements and contracts.

Total turnover
1 October 2015 – 30 September 2016

![Total turnover chart]

Sabris CZ s.r.o. ended the said fiscal year with a profit of € 681 000 before tax. The profit of € 618 000 will remain undistributed and will be used to finance the company’s development, i.e. will be transferred to the retained earnings account. Detailed economic results are presented in chapter Financial Statement.
Sabris profile

Sabris in brief

We provide system integration and long-term services in the CEE region via a multilingual support center and shared services center.
Our focus is on professional consulting, business solutions and services that bring significant added value to companies, increasing their performance and prosperity.
We build long-term partnerships with customers based on open communication and mutual trust. This approach is epitomized in our corporate slogan: “friendly professional”.
In our projects we use best practices and the industry expertise we have gained over many years of working with our customers.
It helps us understand companies’ needs and offer them innovative solutions in line with the latest ICT trends and technology developments in the sector.
Our company has enjoyed long-term stability, and we aim to be a reliable partner and increase our market share. For these reasons we are continuously developing our portfolio, concentrating on improving the quality of the services we provide and expanding existing markets.
Our approach is epitomized in our corporate slogan: “friendly professional”.

Sabris in figures

20+
We have been operating on the ICT market for more than 20 years.

5
We have offices in Prague, Brno, Olomouc, Bratislava and Moscow.

>180
The group employs over 180 staff.

3
We are a certified partner of SAP, OpenText and Microsoft.

>200
We currently have over 200 customers.

Our competencies

- We focus on innovative and industry oriented solutions, especially in the automotive, logistics, e-retail and food sectors.
- Over the past two years we have implemented three exceptional SAP HANA projects.
- We have proven SAP competencies in Human Capital Management.
- We provide innovation on SAP and OpenText platforms for supporting digital transformation at companies.
- For companies using MS SharePoint we offer TreeINFO, an integrated ECM extension for managing documents and processes.

We provide more than IT services

We act as a general supplier of comprehensive solutions for customers. This means that the customer only communicates with a single partner, who guarantees high-quality work and professionalism in the supply and integration of parts of the complete system – all while respecting cost efficiency.

- Business consulting
- Company / investor status and needs analyses
- Design Thinking
- Blueprint
- Business case, TCO calculation
- Development of tailored solutions with added value
- Project management
- Agile Implementation
- Rollout projects
- Application and system support
- Shared services and outsourcing
Our portfolio

**SAP area:**
- SAP S/4HANA ERP system
- SAP industry solutions (Automotive, Logistics, e-Retail, Food)
- SAP HANA
- SAP FIORI Apps
- Logistic Execution System
- HR management in SAP
- SAP Business Analytics
- Document management in SAP
- Data archiving in SAP
- Cash register systems for SAP
- International projects and SAP rollout
- SAP development projects
- SAP upgrade

**Enterprise Content Management Area:**
- Document Management and ECM
- OpenText ECM
- ECM for SharePoint
- Process optimization and workflow
- Digitization and data mining
- Trusted electronic archive

**Across all areas:**
- Support center
- Development center
- Testing services
- Shared Services Center
History of Sabris

1994
Foundation of SRS company

1997
SRS transformation into Sabris, s.r.o.

2004
Launch of certified industry solutions based on SAP platform

2007
Establishment of a branch in Russia (Moscow)

2012
3rd place in SAP CEE Quality Awards (Project: Kostelecké uzeniny)

2010
Initiation of SYCONIX company acquisition – portfolio expansion of ECM solutions

2009
Sabris was the 1st SAP partner in CR to be included into SAP AQM Program

2008
Establishment of a branch in Slovakia (Bratislava)

2013
Awarded as the most innovative partner of OpenText in CEE region

2014
1st place in SAP CEE Quality Awards, category: HANA Innovation (Project: Internet Mall)

2015
Completion of the merger with SYCONIX and transformation into Sabris CZ s.r.o.

Selected references:

We appreciate our customers and their decision to work with us. We are interested in how they view and evaluate the quality of the services we provide so that we may continuously improve them, which is why we regularly perform customer satisfaction surveys.

Ever since our establishment we have helped over 200 companies in various industries improve their business processes, thus helping them grow and prosper.

Sabris customers
Recent customer comments

“For me as the Executive Head, the SAP system represents protection of investment going forward. By implementing SAP, we have increased the prestige of our company and its credibility for clients, auditors and other institutions. In addition, we urgently needed a robust tool to manage logistics, which SAP S/4HANA reliably delivers. When you acquire a comprehensive enterprise management system, you need to bear in mind that the system on its own cannot resolve your operational and organisational issues. It is a tool we need to learn to work with. Its implementation required great effort and a change of the mindset in the whole organisation. Only a combination of the innovative technology, the right management and strategy has created the optimal setting that will allow us to meet our goals and push the boundaries of our growth. I am convinced that we have managed to achieve that with Sabris and we now have a foundation to build upon.”

Jan Vrátil, Executive Head, Marvinpac CZ

“The Sabris Helpdesk always has an excellent response time to our requests (tickets). They always try to find a solution that satisfies our individual needs.”

Šárka Vihanová, Mahle Behr Mnichovo Hradiště

“Due to the automotive industry’s needs, we must ensure that during and after the termination of serial production, we store all documentation about parts and features subject to mandatory documentation for at least 15 years (Dbma parts). This places heavy demands on our storage space and the need to protect the documents against damage. Thanks to electronic archiving, this problem has disappeared. It’s easy for us to find everything, and if there’s an audit or dispute, we’ve got precise data that support the clear and unchanging nature of these documents.”

Roman Štancík, IT Manager, LUKOV Plast

“The Sabris team of HR consultants takes good, careful care of us whenever we need it. As a result we’ve got reliable support for our everyday HR work.”

Tomáš Beznoška, SAP HR Consultant, Kooperativa
Major events
for the period 1 October 2016 – 30 September 2016

Major events in terms of the inner environment of the company

**Sabris builds a holding structure**

10/15

The General Meeting of Sabris CZ, s.r.o. in October 2015 decided that the ownership shares will be transferred to Sabris Holding, SE with its registered office at Pekařská 621/7, Jinonice, 155 00 Prague 5, represented by Vladimír Sýkora and Iva Slížková, making Sabris Holding, SE the new owner of Sabris CZ s.r.o.

Sabris decided to transform into the holding structure primarily due to its global presence and the need for transparent and balanced management of multinational branches. This change also brings new opportunities in terms of focusing more on expanding and improving the quality of our services in the field of comprehensive systems integration, software development and shared services in the European region.

**Certification of the information security management system**

02/16

Sabris successfully completed the certification process for ISO 27001:2013 for the information security management system. For our customers and business partners, this certification confirms the high level of security of processed and stored data. It also brings the opportunity to participate in tenders where protection of sensitive data is the main prerequisite.

Štepán Pšenička, COO of Sabris, comments the certification: “This certification again brings us further, especially in terms of what we can offer to our customers in management of their data and information. This substantially expands our possibilities in outsourcing jobs, which is something we have focused on more and more.”

**Strengthening the field of shared services focusing on the CEE and EMEA regions**

01/16

In view of growing globalization and changing customer needs, Sabris decided to expand into the field of shared services, focusing on Application Management Services and outsourcing of added value processes in different branches of industry.

For this purpose, a new subsidiary was established within the holding on 8 January 2016 called Sabris shared services s.r.o. whose primary target is to obtain customers for shared services of long-term nature, both in the Czech Republic and in the entire European region.

**Partner Center of Expertise certification**

06/16

Based on the audit by SAP dated 8 June 2016, Sabris companies in the Czech Republic, Slovakia and Russia received an extension of the SAP Partner Center of Expertise (PCoE) certificate for another 2 years.

The certificate confirms that Sabris provides services and support for the SAP products in line with the applicable technical and organisational standards of SAP, providing our customers with a guarantee of compliance with all quality requirements of these services.
Major events in terms of relationship to customers

LUKOV Plast spol. s r.o., a Czech dynamic company that manufactures assemblies and parts for the automotive industry, chose a solution by Sabris to streamline and simplify the flow of accounting documents. The solution TreeINFO for SharePoint was developed by Sabris based on many years of experience and proven procedures in working with electronic documents and thanks to the integration with OBELISK Trusted Archive it provides the customer with secure storage fully compliant with the eIDAS EU regulation.

In a customer satisfaction survey for the calendar year 2015, 76% of our current customers said they were satisfied with Sabris. The goal of Sabris is to provide quality and seamless services in the field of information and communication technology. In order to improve our services continuously, the company asks its customers at the beginning of every calendar year to participate in an online survey. Satisfaction in the different stages of delivery reached highly positive values this year.

Starting cooperation with the Polish company Deloitte CE Business Services on the development of application ADC Portal/Desk on the SharePoint platform

The ADC Portal/Desk solution operated by Deloitte Central Europe Shared Service Center in Poland serves as the primary support application for 1 500 Deloitte auditors all over Europe. It allows internal customers of Deloitte to create requests for services, monitor their fulfilment and assess the results. To the staff of the shared services centre, it offers allocation of tasks to different teams and workers based on their current capacity, checking completion of tasks and reporting. The main goal of developing the solution was to simplify and clarify processing of tasks assigned to auditors and check their current status.

Doubling the volume of support services for SAP for one of the largest insurance companies in the Czech Republic

Thanks to past quality support provided by Sabris, Kooperativa Pojišťovna a.s. Vienna Insurance Group together with ČPP decided to double the volume of support services for SAP for the coming years.

AWARENESS OF WORK PROGRESS
WORK OF SABRIS STAFF
COMPLIANCE WITH AGREED DATES
UNDERSTANDING CUSTOMER REQUIREMENTS

2015 SURVEY 2014 SURVEY 2013 SURVEY 2012 SURVEY
Annual report 2016

In May 2016, the SAP project rolled out in Tristone Flowtech Czech Republic s.r.o. for the Hrádek nad Nisou production plant. This project was preceded by the implementation of a Feasibility Study, based on this relatively large rollout will be realized.

During the first stage, which started at the end of 2015, Panasonic AVC Networks Czech, s.r.o. the following agendas were applied: Team project sites, Requests (more than 8 types of requests) and ISO documentation. In the second phase, the most complex agenda of the whole project is implemented, namely Change Management.

Marvinpac CZ, a subsidiary of Swiss-based Marvinpac SA which provides primary and secondary product packaging services, decided to implement the latest SAP S/4HANA enterprise applications for finance and logistics to support its international growth and meet growing demands from customers. Marvinpac chose Sabris CZ as an implementation partner with proven experience with deployment of the innovative SAP HANA technology. A fast implementation of SAP S/4HANA required intensive collaboration and effective communication between Sabris and Marvinpac teams. The deployment of a brand new solution according to the SAP Activate methodology posed a challenge for the supplier, requiring it to abandon its traditional approach and change its mindset from document-centric to process-oriented. A great help in dealing with critical issues with the untried system was collaboration with SAP’s EKT (Early Knowledge Transfer) team.

The implementation took just 4 months, from February to June 2016. As of June 6, when the project went live, Marvinpac has been using a standard version of SAP S/4HANA. At the moment, various business cases are being assessed to identify processes that will need to be further adapted to specific needs of the client. “A long-term strategy of Sabris is to focus on new solutions with high value-add. We have been lucky to have innovators among our clients, as witnessed by the fact that we have implemented three exceptional projects with SAP HANA as the common denominator over the past two years,” says Iva Slížková, CEO, Sabris CZ. “The Marvinpac project was an opportunity for us to be the first to implement the SAP S/4HANA technology in the region while posing a challenge for our consulting team. This is not just a technological innovation of a standard SAP solution but forced us to change our approach to the whole process and reaching the goal as the supplier. Sabris aims not only to deliver a solution but primarily to assist Marvinpac with materialising its visions,” adds Iva Slížková.
Elfetex spol. s r.o. is a dynamic developing company dealing with wholesale and retail with electrical material. At the beginning of 2016, the company faced a critical decision on how to further develop its existing information system in order to provide support to the company’s development. The company approached Sabris to define together the main goals of the project which will be completed in a sequence of steps. These are primarily higher coverage of customer demands, better resource planning in logistics, optimum use of human resources and last but not least becoming the market leader.

The project was divided into several stages. The first stage involved an analysis to define specific requirements for the development of information systems for warehouse management (WMS) and document management (DMS). The second stage will consist of deployment of tool for warehouse management, helping the customer to optimise warehouse processes and control logistics resources efficiently. Productive operation is scheduled for the second quarter of 2017. The third stage will involve deployment of a DMS solution that will help the customer reduce administrative work with paper documents and bring higher efficiency while using existing resources. This stage is scheduled for the period 2017 – 2018. The whole solution is built on two global leading platforms – SAP and OpenText. Proprietary add-on solutions by Sabris are an integral part of the solution.

The Czech branch of Sabris together with the Russian branch started work on the “Kashira” project for Cherkizovo group, which is one of the major companies in the meat industry in Russia. The company has 5 plants as well as extensive farms. As part of its further development, Cherkizovo group decided to build an entirely new plant using a high level of robotization and automation, where SAP together with the Sabris’ industrial solution for meat will function not only as an ERP, but also as a control system for other industrial technology. In terms of robotization and automation, this project is unique not only in Russia and the Czech Republic, but also the whole of Europe. Another important aspect is the international composition of vendors for the whole project, opening up cooperation options for Sabris in other markets as well.

Following many years of cooperation with Unilever, where Sabris has provided quality support of local archiving systems for the archiving of data and documents, the efforts of the Sabris team in 2016 focused on a series of projects dealing with consolidation of all local archiving systems in order to create a single global solution built on the OpenText Archive Server product. Archiving is currently based on the OpenText Archive Server in productive use and is used for archiving data from three global ERP systems that support business processes for the Europe, America and Asia regions. Another planned step is migration of data from old systems to a global solution and subsequent disposal of old archiving servers. The project introduces improvements in system efficiency and clarifies data archiving on a global scale. Its goal is to reduce the volume of archived data and optimise archiving processes of the ERP systems. It is an important milestone for Sabris, because the organisation of this project involved work in a number of countries and regions and communication with several global partners who provide support of the different ERP systems for Unilever.
In 2016, Sabris managed to finalize another project, deploying a DMS (document management system) solution in Bosal ČR, spol. s.r.o. The contract was signed already in 2014, but in view of the ongoing personnel reorganization, Bosal was not able to provide corresponding infrastructure. Sabris therefore suggested deploying the solution in an online form, allowing the implementation of the DMS to start in summer 2016. Invoice processing includes creating requests for orders which are transformed into orders upon approval and then paired with received invoices subject to approval process. In parallel with the invoice management system, Sabris has provided Bosal with an extraction service since 2014 for all received invoices and their accounting in the ERP system, which are then transferred to the DMS system for approval. Implementation of the DMS system therefore created a unified system for invoice processing from their receipt, processing and approval to entry in the accounts in the ERP.

“The long-term strategy of Sabris is to focus on new solutions with a higher added value.”
Cooperation with key partners in the last period

Sabris cooperates with leading global IT vendors to secure high quality of our services for our customers and to offer modern advanced technology. We regularly participate in educational programs, specialised training and internationally recognised certifications of the highest levels.

Sabris CZ became a Silver SAP partner for the next period

Sabris successfully completed the re-certification audit for SAP Partner Center of Expertise

Based on the audit by SAP, Sabris companies in the Czech Republic, Slovakia and Russia received an extension of the SAP Partner Center of Expertise (PCoE) certificate for another 2 years.

In cooperation with SAP CR, Sabris made a reference video about the practical use of the S/4HANA cloud solution

At the beginning of 2016 in cooperation with SAP and Intel, we made a video called “Advanced systems are not only for large and wealthy companies” about the use of the SAP S/4HANA cloud solution in E-commerce Holding in the form of a service.

Sabris attended the SAP EMEA PSD Partner conference Innovation Day in Ireland

As a partner of SAP, Sabris attended the conference SAP EMEA PSD Partner Innovation Day held on 19 and 20 April 2016 in Dublin, sharing its real experience with digital transformation in the panel discussion “SAP & Partner panel – Business Leadership”.

In the picture (from left to right): Charles Bennett (SAP), Martyn Hope (BoD), Daniel Frémund (Sabris), Fernando Lopes (Abaco Consultores), Richard Phillips (SAP).
Sabris together with its customer Marvinpac CZ introduced at the SAP Forum a pilot implementation of the entirely new solution SAP S/4HANA

Sabris was joined on stage by the Executive Director of Marvinpac CZ, Jan Vrátil, who talked about the fresh experience with the implementation of SAP S/4HANA right before the productive start.

In the overall assessment, this paper ranked 2nd, however, we felt the real victory several days later when we finally managed to reach the very finale of “GO LIVE”. It is the very first implementation of SAP S/4HANA including finance and logistics in the CEE region.

Sabris introduced a number of innovative solutions at the SAP Forum Professional Day 2016

On 8 September 2016 in the Clarion Hotel in Prague, Sabris as a traditional partner of the SAP Forum, introduced innovative solutions to support businesses in the Czech Republic in several sections:

- Finance and analytics (2 papers: SAP S/4HANA Finance; Robotic processing of incoming invoices)
- Challenges of trade and marketing (How to control documents from marketing to invoicing)
- New generation CIO (Workshops focusing on the benefits of SAP S/4HANA not only for business)
- Digital Transformation workshop (Modelling enterprise digitalization using the SAP methodology – round tables)

The total number of visitors of the conference reached a new record as it crossed the level of 700 people. A total of 8 parallel sections hosted 80 speakers, 25 live demonstrations and 3 “hands-on” workshops, with 13 showcases introduced in the foyer.

Sabris is an OpenText Silver partner

Seminar on data archiving in SAP

In May 2016, as part of the seminar “Data archiving in SAP”, we presented the trends and approaches in data and document archiving in SAP using the OpenText products. The main benefits include primarily faster operation of the SAP applications, reduction of TCO when transitioning to SAP HANA and a solution of electronic archiving of data and documents in SAP.
OpenText as the general partner of the DOCURIDE conference

In autumn 2016, Sabris held the 9th year of the DOCURIDE conference, with OpenText traditionally participating as the general partner. For a graphic presentation of the innovative solutions for document and process management on the OpenText platform, we created a fictitious company together with the OpenText representatives called “Šajn a.s.” (= multinational company manufacturing and selling everything related to lights) and introduced case studies of practical use of the solution in five consecutive lectures.

Sabris is a Microsoft partner with Gold Collaboration and Content competence

Sabris boasts a team of consultants and developers trained and certified in working with Microsoft SharePoint 2013, 2016 and SharePoint Online technologies.

Years of experience and proven expertise of the team allows Sabris to develop and implement solutions that connect company teams, facilitate access to information and increase productivity using the latest technology of Microsoft SharePoint.

As one of the first partners of Microsoft, Sabris designed a customer solution on a SharePoint Server using the modern Microsoft application model.

In early 2016, we developed a new generation of TreeINFO applications for SharePoint 2013, SharePoint 2016 and Office 365 for easy and quick deployment of standardized solutions for working with documents in the Microsoft SharePoint environment (invoice processing, creation and distribution of contracts, project documentation, etc.).

These were then introduced in June 2016 in the premises of Microsoft Czech Republic as part of the seminar “New generation of applications for SharePoint 2013, 2016 and Office 365” attended by more than 60 participants.
Significant marketing activities in the last period

The DOCURIDE 2016 conference saw a major increase in the number of participants, reaching the second highest attendance in its history.

DOCURIDE

Sabris held the 9th year of the DOCURIDE conference subtitled “Guide to the World of Digital Business” in autumn 2016 in the Park Holiday hotel in Prague.

The conference was attended by more than 110 people, representatives of major companies, experts, as well as technology and services suppliers. The event was supported by 6 major partners from ICT. The main goal of the conference was to try to react to the current changes in ICT and their impact on business.

This year was aimed particularly at helping the attendees find their way around new digital technologies, and to introduce them to innovations and business solutions that have already helped actual customers.

Main topics of this year’s conference:

- Real business solutions on the SAP S/4HANA platform
- Innovative solutions for documents and process management
- Modern approaches to corporate reporting
- New options for financial accounting and controlling in planning, simulations and real-time analyses
- E-commerce solution for multi-channel B2B or B2C sales and more

Major personages of the conference:

The keynotes included a presentation by JUDr. Josef Donát, LLM, who focused on the current topic of the eIDAS regulation in terms of the legal regulatory environment of the Czech Republic and its impacts on the ERP systems and the life cycle of e-documents.

The second speaker, Ing. Vladimír Pikora, Ph.D., macroeconomist and financial market analyst from Next Finance, presented his visionary paper “How new technologies change the economy”.

Another very interesting presentation was the case study of the first implementation of SAP S/4HANA in the CEE region for Marvinpac CZ. Both the Executive Director of the company, Ing. Jan Vrátil, and the implementation team from Sabris and Cloud4.com shared their fresh experience with the audience.

Important links:

Presentations | fotogalery | E-book

Thanks to all the participants

On behalf of Sabris and the partners of the conference, we thank all the participants for taking the time to attend the conference and helping to create a very pleasant atmosphere both during the presentations and the social evening afterwards.
Promotional event for the sales of innovative solutions offered by Sabris

In the last period, Sabris held several seminars and business breakfasts, presenting news from its portfolio.

Workshop – SAP Lumira and SAP Simple Finance
At the end of 2015, we focused on the topic of modern approaches to corporate reporting and controlling. The workshop introducing the solutions SAP Lumira and SAP Simple Finance (now S/4HANA Finance) attracted a high number of attendants, in the end the workshop was held twice.

Seminar focused on SAP HANA and OpenText
In May 2016 we focused on the trends in document and data archiving and how to reduce costs when migrating to SAP HANA. In connection with this topic, we also presented in the seminar the customer-proven OpenText products which are an integral part of the SAP product portfolio.

Seminar – New generation of applications for SharePoint and Office
In June 2016, we held a seminar for more than 60 registered participants in the premises of Microsoft Czech Republic, presenting a new generation of applications for SharePoint 2013, 2016 and Office 365 for easy and rapid deployment of standardized solutions for document management.

Breakfast – support of HR processes on the SAP platform
In autumn 2016, we held a business breakfast which involved a presentation of our services in professional support of HR processes on the SAP HCM platform. Questions were answered by both our senior SAP HCM consultants as well as actual support customers.
Sabris team on the Prague Half Marathon

We regularly support our colleagues in sports activities. The aim is to support the health of our employees, promote the spirit of a company team, our logo being presented proudly being an added bonus.

This year, the relay race in the Prague Half Marathon took place on 2 April 2016. We would like to appreciate the efforts of everyone involved. Their efforts paid off and all employees finished with great times.

We hope they will inspire more colleagues to attend the event next year.

Public relations, websites and social networks

Selection of the most interesting news and articles from the past period:
- First implementation of SAP S/4HANA in the CEE region
  August 2016, systemononline.cz
- Document training in the Czech Republic
  May 2016, iDNES, Economics column
- Attendance system: invest in integration
  April 2016, iDNES, Economics column
- Changes in Sabris CR
  January 2016, Euro No. 4
- Winning in business is hard, changing your thinking is even harder
  December 2015, iDNES, Economics column
- Branislav Komada – Head of Sales in Sabris
  December 2015, ICT Revue

Web design and development:
We keep developing the Sabris website, creating microsites focusing on the selected areas of our solutions and services. Recently, we have launched an entirely new website dedicated to the SAP Business One product for complete management of small and medium businesses (http://sabp1.sabris.com/) and a new website of the Shared Services Center, which provides long-term services in the field of application and base support, securing highly qualified resources, outsourcing of corporate processes, B2B communication, digitalization and extraction and infrastructure hosting (http://ssc.sabris.com/). We are currently working on an entirely new website for ECM solutions for Microsoft SharePoint.

Activities in digital marketing
We continuously work on developing our activities in digital marketing, using modern forms of interactive communication on the internet, mobile tools and social networks. We use primarily LinkedIn and YouTube for marketing communication.
Personnel changes in the company’s management

**New Head of Sales of Sabris CZ**

In connection with building the Shared Services Center, there were some changes in the management of business activities of Sabris CZ. Daniel Frémund transferred to Sabris shared services s.r.o., taking on the role of Head of Sales who is responsible for the strategy and sales of services provided by the Shared Services Center.

With effect from 1 November 2015, Branislav Komada (see the picture) became the new Head of Sales of Sabris for the Czech Republic, an experienced business manager with excellent results in terms of his involvement in Sabris.
Organisational structure
Acquired certificates and compliance with standards

Sabris regularly completes the re-certification audits for quality system (ISO 9001:2008) and information security system (ISO 27001), both for Sabris CZ, including its branches, and for Sabris shared services. The last audit took place in August 2016. In 2017, the company is going to transition to a quality system according to ISO 9001:2015.

Every 2 years, the company also has an audit for the SAP Partner Center of Expertise certification for another 2-year period. The last audit took place in June 2016.

01/16 Sabris successfully completed the certification process for the information security management system.

Sabris successfully completed the certification audit according to the internationally recognized standard ISO/IEC 27001:2013, acquiring the ISMS certification (Information Security Management System).

For our customers and business partners, this certification confirms the high level of security of processed and stored data. It also brings the opportunity to participate in tenders where protection of sensitive data is the main prerequisite.

Thanks to ISMS, the company has in place the internationally proven standards of security for all important assets, i.e. sensitive information, key hardware and software, know-how and premises. Our employees are trained on a regular basis.

ISO 27001 in particular promotes:

- Systemic approach to securing confidentiality, availability and integrity of information and data
- Dealing with threats related to information security
- Demonstrable systemic approach to ensuring information security.

06/16 Sabris successfully completed the re-certification audit for SAP Partner Center of Expertise

Based on the audit by SAP dated 8 June 2016, Sabris companies in the Czech Republic, Slovakia and Russia received an extension of the SAP Partner Center of Expertise (PCoE) certificate for another 2 years.

The certificate confirms that Sabris provides services and support for the SAP products in line with the applicable technical and organisational standards of SAP, providing our customers with a guarantee of compliance with all quality requirements of these services.
Membership in organisations and professional associations

Member of Czech ICT Alliance
Sabris has been a member of the Czech ICT Alliance since 2011, with the main goal of the organisation being to promote Czech ICT companies among foreign customers. The Alliance was established under the auspices of CzechTrade, a government agency dealing with support of trade and export. It helps leading and innovative Czech ICT companies to succeed in the international market.

Member of the Czech Meat Processors Association
Sabris has been a member of the Czech Meat Processors Association since 2015. This membership is in line with the business strategy of the company, allowing it to obtain key information from the meat processing industry, such as changes in legislation or up-to-date information from the Board of Directors of the Association concerning direction and strategy in the meat industry, while also helping to increase the awareness about Sabris and the ERP solution S2AP for Food among meat processing companies.
Plans of Sabris for the upcoming period

>>> Improving our offer of solutions and services
To improve the targeting of our portfolio, we are now working on customer segmentation in order to offer solutions and services with a higher added value, focusing on the business needs and processes of our customers.
With the arrival of new technologies, we also work on innovating our business team, both in terms of reinforcing the personnel composition and increasing know-how. Our goal is to offer customers a solution corresponding to the modern methods of company management in the age of digital transformation.

>>> Innovative products and solutions from the SAP portfolio
Thanks to the first implementation of SAP S/4HANA in the CEE region for Marvinpac CZ, we are now able to use the experience with other potential customers who are ready to support their business using a new technology. We are currently working on a local Best Practice solution which will speed up and simplify the deployment of S/4HANA with new clients.
The migration to the SAP HANA technology, or S/4HANA, is a great challenge to existing customers and users of the SAP ERP. Our consultant team will attend a specialised training session in January 2017, allowing us to gain unique know-how of the implementation of migration projects related to transition to the generation of the SAP database and system. In cooperation with our strategic partner SAP, it has been our mission to apply also other innovations from the portfolio of SAP products and solutions. We intend to focus on the use of the Fiori applications as a modern interface for working with the SAP system as well as other expansions to the scope of our activities in e-commerce thanks to the SAP Hybris solutions.

>>> Industrial solutions with added value
Thanks to experience in the food industry and processing production, particularly in the meat industry, we have managed to become a leader in this field. In this aspect, we want to focus on improving the quality of provided services, development and innovation with added value using the potential of industry 4.0.

>>> Supporting digital transformation and ECM
Thanks to OpenText Suite 16, a newly released comprehensive integrated platform for digital transformation, we want to follow on the previous successful deployment projects with OpenText and expand it to new customers, delivering digitalisation of business processes and information management in their entire life cycle. In the environment of Microsoft SharePoint 2013, 2016 and Office 365, we now want to offer quickly and easily deployable TreeINFO applications for document management and processing different kinds of agendas.

>>> Increasing customer comfort in service delivery
In terms of implementation, we want to focus on increasing customer comfort by significantly reinforcing the SDM team (Service Delivery Management). With growing scope and amount of supplied services, it is difficult for customers to navigate the internal structure of Sabris. For that reason, we decided to optimise the role of the SDM department and appoint one responsible point of contact for our customers regardless of the supplied service.

>>> Using different methodologies in projects
Customer diversification and the associated different types of supplied projects have pushed us to using different methodologies depending on specific customers and their needs. In terms of S/4HANA deployment, it is for example the new methodology SAP Activate, etc. The goal of these methodologies is to achieve a higher degree of control over projects, standardise different processes, streamline communication, improve risk management and the success rate in terms of achieving the desired quality.

>>> Development of internal processes
We strive to be more efficient and simplify things when it comes to the development of internal processes. We have built our quality system on this as we continuously modify the system; its restructuring will be concluded by transitioning to the standard ISO 9001:2015 in September 2017.

>>> Investments in human capital
In the coming years, we want to invest into educating our employees with the support of the European Union. We submitted a subsidy application for “Business education of employees”, which aims to increase the professional level of knowledge, skills and competence of employees, improve the correlation of workforce qualification levels with the labour market demand and increase the adaptability of older personnel. The project will run from 1 February 2017 to 31 January 2019 and we expect it to increase the professional level of our employees, particularly in the field of innovative SAP products such as S/4HANA, Fiori or Hybris.
Financial statements

Balance Sheet (in €):

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A. Receivables from Subscriptions</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>B. Fixed Assets</td>
<td>9,259</td>
<td>9,290</td>
</tr>
<tr>
<td>B.I. Intangible Fixed Assets</td>
<td>1,028</td>
<td>995</td>
</tr>
<tr>
<td>B.II. Tangible Fixed Assets</td>
<td>8,100</td>
<td>8,164</td>
</tr>
<tr>
<td>B.III. Financial Investments</td>
<td>131</td>
<td>131</td>
</tr>
<tr>
<td>B.III.1. Shares in Controlled and Managed Organizations</td>
<td>131</td>
<td>131</td>
</tr>
<tr>
<td>C. Current Assets</td>
<td>5,196</td>
<td>4,413</td>
</tr>
<tr>
<td>C.I. Inventory</td>
<td>665</td>
<td>439</td>
</tr>
<tr>
<td>C.II. Long - term Receivables</td>
<td>2,034</td>
<td>1,771</td>
</tr>
<tr>
<td>C.III. Short - term Receivables</td>
<td>1,616</td>
<td>1,945</td>
</tr>
<tr>
<td>C.IV. Short - term Financial Assets</td>
<td>881</td>
<td>258</td>
</tr>
<tr>
<td>D.I. Accruals</td>
<td>54</td>
<td>50</td>
</tr>
</tbody>
</table>

| **TOTAL LIABILITIES**    | 2016  | 2015  |
| A. Shareholders' Equity  | 5,109 | 12,337|
| A.I. Registered Capital  | 740   | 8,586 |
| A.II. Capital Funds      | 0     | 0     |
| A.III. Profit Funds      | 0     | 0     |
| A.IV. Profit / Loss Brought Forward | 3,751 | 3,397 |
| A.V. Retained Profit / Loss from the Current Financial Year / + - | 618   | 354   |
| B. Liabilities           | 9,288 | 1,337 |
| B.I. Reserves            | 0     | 0     |
| B.II. Payables           | 8,628 | 252   |
| B.III. Short - term Liabilities | 660   | 1,085 |
| B.IV. Bank Loans and Borrowings | 0     | 0     |
| B.IV.1. Long - term Bank Loans | 0     | 0     |
| C. I. Accruals           | 112   | 79    |

Profit and Loss Account (in €):

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>I.+II. Sales Revenue and Outcome</td>
<td>10,176</td>
<td>8,970</td>
</tr>
<tr>
<td>II. 1. Sales of Own Products and Services</td>
<td>8,933</td>
<td>7,667</td>
</tr>
<tr>
<td>II. 2. Difference in Own Produced Stock</td>
<td>226</td>
<td>439</td>
</tr>
<tr>
<td>II. 3. Own Closing Stock</td>
<td>546</td>
<td>506</td>
</tr>
<tr>
<td>A.=B. Direct Costs and Cost of Goods Sold</td>
<td>4,592</td>
<td>3,852</td>
</tr>
<tr>
<td>+ Value Added</td>
<td>5,584</td>
<td>5,118</td>
</tr>
<tr>
<td>C. Personnel Expenses</td>
<td>4,227</td>
<td>4,150</td>
</tr>
<tr>
<td>E. Long Term Tangible and Intangible Asset Depreciation</td>
<td>629</td>
<td>513</td>
</tr>
<tr>
<td>G. Reserves and Deferred Income in Operating Revenue</td>
<td>-274</td>
<td>363</td>
</tr>
<tr>
<td>IV. Other Operating Revenue</td>
<td>7</td>
<td>438</td>
</tr>
<tr>
<td>H. Other Operating Expenses</td>
<td>336</td>
<td>97</td>
</tr>
</tbody>
</table>

** Cash flow from operating activities
** Cash flow from investing
** Cash flow from financing

The annual report is available at:
- Pekařská 621/7, Praha 5
- The Municipal court in Prague, sec. C, insert 244079

Receivables 180 days overdue: 0
Payables 180 days overdue: 0
Audit report

Consolidated Financial Statements Sabris CZ s.r.o. for the fiscal year between 1 October 2015 and 30 September 2016 has been verified by an independent auditor.
Contact

Registered office of the company:

Sabris CZ s.r.o.
Pekařská 621/7
155 00 Praha 5

Brno branch:
Sabris CZ s.r.o.
Jana Babáka 2733/11
612 00 Brno

Olomouc branch:
Sabris CZ s.r.o.
Dolní Hejčínská 36
779 00 Olomouc

Tel.: +420 234 704 000
e-mail: info@sabris.com

Other Sabris companies:

Sabris Holding, SE
Pekařská 621/7, Praha 5, 155 00

Sabris shared services s.r.o.
Pekařská 621/7, Praha 5, 155 00

Sabris, s. r. o.
Prievozská 4B, Bratislava, 821 09

Sabris OOO
Gazetnyy pereulok 9 str.2, 125009 Moskva

WWW:

www.sabris.com
ssc.sabris.com
Linkedin: Sabris
YouTube: Sabris