



## Navigate Foreign Lands With Us

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We engage at every level.  
Go beyond borders

TAX | LEGAL | ADVISORY

[www.level-international.com](http://www.level-international.com)

# ABOUT US



In a rapidly changing and complex global business world, you need a reliable guide to make the right decisions. As LEVEL INTERNATIONAL, we are the most strategic solution partner of domestic and foreign companies in their tax, compliance and legal processes.

Our goal is not just to provide consultancy services, but to enable our clients to navigate the complex regulatory ocean with confidence, minimize risks, and make a tangible contribution to their sustainable growth.

## Our Roots and Experience: A Unique Perspective

The most important feature that makes us different is the versatile and deep experience of our team. The foundations of LEVEL INTERNATIONAL are built on years of accumulated experience in three critical areas:

- » **Origin of the Ministry of Treasury and Finance:** Discipline and in-depth knowledge from the making and auditing kitchen of legislation.
- » **International Audit Firms (Big 4) Experience:** Mastery of global methodologies, standards, and reporting discipline.
- » **Multinational Company Management:** The ability to sit on the other side of the table and understand the internal dynamics, business concerns, and needs of companies from the inside.

Through this unique tripartite perspective, we perfectly blend Turkey's dynamic local legislation with the expectations and standards of the global business world. By combining local know-how with a global vision, we produce tailor-made solutions that best suit you.

## Our Business Philosophy: We Are Part of You

For us, consultancy is not about providing external reports. At LEVEL INTERNATIONAL, we see ourselves as a natural extension of our clients' organization, a part of your team.

### Focused Expertise



We don't try to do everything. Focusing on tax, accounting, compliance and law, where we are most experienced, we offer the most in-depth and qualified service in these areas.

### Result-Oriented and Innovative Approach



Instead of stereotyped, theoretical advice; we develop innovative strategies that are applicable, proactive and directly result-oriented in accordance with your business model. We aim to identify problems before you notice them.

### Reliable Solution Partnership



We are with you for your sustainable success. We embrace your business processes as our own, and we sit on your side of the table in the difficulties you encounter.

# OUR SERVICES

*Our main service headings, which we have developed by focusing on the needs of our clients, are as follows:*

## Tax Consultancy



Tax is not just a cost calculated at the end of the year, but a strategic process that must be managed throughout the year. With our proactive approach, we minimize your tax risks while ensuring that you benefit from legal incentives and advantages at the maximum level.

## Accounting & Compliance Services



Entrust your financial processes to us, and you can focus on your core business. With our infrastructure that uses technology effectively, we carry out your accounting and payroll processes error-free, on time and in accordance with the legislation.

## Outsourcing And Payroll Services



Don't lose your way in the ever-changing world of regulation. By ensuring that your company fully complies with local and international legislation, we prevent potential criminal penalties and reputational damage.

## Legal Consultancy



We do not consider the legal dimension of commercial life separately from the financial and tax dimensions. With an integrated perspective, we build your company's legal infrastructure on solid foundations.

# TAX CONSULTANCY



**At LEVEL INTERNATIONAL, our perspective on tax consultancy is clear:** This is not just the fulfillment of a legal obligation (compliance). For us, tax management is a strategic area of creating a competitive advantage that directly impacts your company's profitability, cash flow, and future value.

In the business world, where legislation is changing at a dizzying speed and national and international competition is getting sharper day by day, a reactive approach is no longer sufficient. We offer a proactive and holistic consultancy solution to optimize your tax liabilities, control future risks today, and evaluate legal opportunities in a timely manner.

## Our Areas of Expertise

*Across different layers of the tax world, we offer in-depth expertise tailored to your needs:*

### Turkish Tax Consultancy

We empower you to navigate Turkey's dynamic and complex tax legislation with confidence.

- » **Optimization and Planning:** While managing your obligations regarding Corporate Tax, VAT and other indirect taxes without errors, we develop strategies to optimize your tax burden within legal limits.
- » **Incentives and Exceptions:** We proactively identify legal advantages specific to your business, such as investment incentives, R&D discounts, and export exceptions, and ensure that you benefit from them to the maximum.
- » **Up-to-Date Legislation Support:** We follow the ever-changing regulations and laws on your behalf, analyze their impact on your business and help you adapt quickly.

### International Tax Consultancy

In your cross-border activities, we become your compass in the global tax maze.

- » **Cross-Border Structuring:** For Turkish companies expanding abroad or foreign companies investing in Turkey, we build the most efficient company and holding structures in the light of Double Taxation Agreements.
- » **Global Compliance:** We closely monitor developments in international tax regulations (BEPS, OECD rules, etc.) to align your global tax strategy with local requirements.

### Transfer Pricing Consultancy

We secure transactions between group companies in a way that does not create tax risk.

- » **Policy Determination and Documentation:** We create the necessary policies for the execution of your related party transactions within the framework of the "arm's length principle" and prepare legally required annual Transfer Pricing Reports.
- » **Risk Analysis and Defense:** We protect your company against significant tax risks by establishing a defensible, consistent, and robust structure in potential tax audits.

# ACCOUNTING & COMPLIANCE SERVICES



A robust financial infrastructure is the foundation of sustained success. At LEVEL INTERNATIONAL, we do not see accounting and compliance processes as just a legal obligation or “bookkeeping” that must be fulfilled. For us, this area is a critical data center that strengthens your business’s financial control, minimizes risks, and enables you to make strategic decisions for the future.

In the face of complex legislation and increasing demands for transparency, we combine our local expertise with international best practices. With our end-to-end solutions that ensure the accuracy, transparency, and full compliance of your financial records, we alleviate your operational burdens and open up a safe space for you to focus on your business.

## Our Service Scope

*We offer our services under two main headings, ranging from your daily operational needs to complex reporting requirements:*

### Accounting Services

We ensure that your financial data doesn’t just record the past but sheds light on the future.

- » **Legal Bookkeeping:** Keeping all accounting records in a timely, accurate and complete manner in accordance with the Turkish Tax Procedure Law (TPL) and the Uniform Chart of Accounts.
- » **Financial Reporting and Analysis:** We produce meaningful reports not only for legal obligations but also for managerial decisions.
- » **Accounting System Installation and Revision:** Consultancy to establish the most suitable accounting software and process infrastructure for your business structure or to increase the efficiency of existing systems.

### Tax and Compliance Services

We become your operational shield so that you do not get lost in the complex corridors of legislation.

- » **Tax Return Management:** Preparation, control and accrual of all periodic declarations such as VAT, Withholding and Premium Service Declaration, Provisional Tax and Corporate Tax within the legal period, without errors.
- » **Payroll and SSI Services:** Personnel salary calculations, preparation of payrolls, SSI declarations and entry-exit procedures within the framework of the principle of confidentiality and in full compliance with the legislation.
- » **Secretarial Services:** Managing the registration and announcement processes before the Trade Registry such as company establishments, branch openings, address changes, general assembly meeting preparations, and monitoring the proper keeping of legal books (decision book, etc.).
- » **E-Transformation Processes:** Support in the transition and integration processes to digital tax applications such as E-Invoice, E-Archive, E-Ledger.

# OUTSOURCING AND PAYROLL SERVICES



In today's highly competitive business world, the success of companies depends not only on their performance in their core business but also on how efficiently they manage their support functions. Critical but time-consuming processes such as finance, accounting, and human resources can consume internal resources, making strategic focus difficult.

Our goal with the Outsourcing and Payroll Services we offer as LEVEL INTERNATIONAL is clear: To reliably take on the operational and administrative burden on our clients' shoulders and to give them back the time they can devote to their strategic work.

With our service models that we structure tailor-made work specifically for each client; We offer a flexible and scalable structure that ensures cost-effectiveness, process transparency, and full compliance with both Turkish legislation and international standards.

## Our Service Scope

*We optimize the back-office processes of your business under two main headings with our expertise and technological infrastructure:*

### Outsourcing Services (Financial and Administrative Process Management)

Entrust us with your financial operations, channeling your resources towards growth.

- » **End-to-End Accounting Management:** Managing the entire accounting cycle, from keeping legal books to filing returns, outside the company, but as if it were a part of your company.
- » **Management Reporting and Financial Analysis:** Preparation of periodic management reports (cash flow, budget-actual comparisons, etc.) that will support your decision-making mechanisms, not only for legal obligations.
- » **Interim Management:** Providing short- or medium-term specialized personnel or executive support in case of specific projects, busy periods, or sudden personnel needs (maternity leave, departure, etc.).
- » **Invoice and Payment Process Management:** Tracking operational processes such as issuing sales invoices, controlling supplier invoices, and preparing payment lists.

### Payroll Services

Expert assurance for a precise, confidential and error-free payroll process.

- » **Error-Free Payroll Calculation:** Error-free calculation of personnel salaries, premiums, overtime, deductions and all other fringe benefits in accordance with current legislation and production of payrolls.
- » **Legal Compliance and SSI Processes:** Preparation of SSI declarations, concise declarations; timely and complete management of all legal processes such as entry-exit procedures, reports and leave tracking.
- » **Privacy and Data Security:** Adhering to the principle of wage confidentiality at the highest level, securely processing and storing personnel data (KVKK compliance).
- » **Regulatory Consultancy:** Monitoring frequent changes in Labor Law and Social Security Legislation, analyzing their impact on the company, and providing proactive consultancy to HR departments.
- » **Personnel and Management Reporting:** Transmission of wage slips (digital or printed) for personnel and preparation of detailed labor cost reports for management.

# LEGAL CONSULTANCY



In the complex business world, law is not just a solution to be applied when problems arise; it's a strategic tool that forms the basis of trading decisions and thwarts risks before they arise. At LEVEL INTERNATIONAL, our view of legal consultancy goes beyond classical legal services.

Our goal is not just to ensure our clients' compliance with the legislation; to produce strategic, preventive and practical solutions that support them in achieving their business goals and overlap with commercial realities. With our expert lawyers and legal consultants, we create a legal shield that provides 360-degree protection integrated with your tax and financial processes.

## Our Service Scope

*We gather the legal services we offer to our domestic and foreign clients under four main headings in accordance with the dynamics of commercial life:*

### Corporate and Commercial Law

We are with you at every stage from the birth of your company to its institutionalization.

- » **Corporate Law Consultancy:** Company establishments, amendments to the articles of association, capital increase/decrease, management of general assembly meetings and branch/liaison office openings.
- » **Corporate Governance and Compliance:** Board functioning, executive responsibilities, preparation of internal directives and compliance with corporate governance principles.
- » **Mergers and Acquisitions (M&A):** Legal due diligence, contract management, and closing procedures in mergers, acquisitions, share transfers, and spin-off transactions.

### Foreigners and Citizenship Law

We facilitate the processes of global talents and investors in Turkey.

- » **Work and Residence Permits:** Management of the processes of obtaining work permits and residence permits of family members required for the employment of foreign personnel (expats) in Turkey.
- » **Citizenship Services:** End-to-end execution of real estate valuation, investment follow-up and application procedures in the processes of acquiring Turkish Citizenship in an exceptional way (through investment).
- » **Foreign Investments:** Legal consultancy for foreign capital companies regarding real estate acquisitions and direct investments in Turkey.



## Contract and Legislation Consultancy

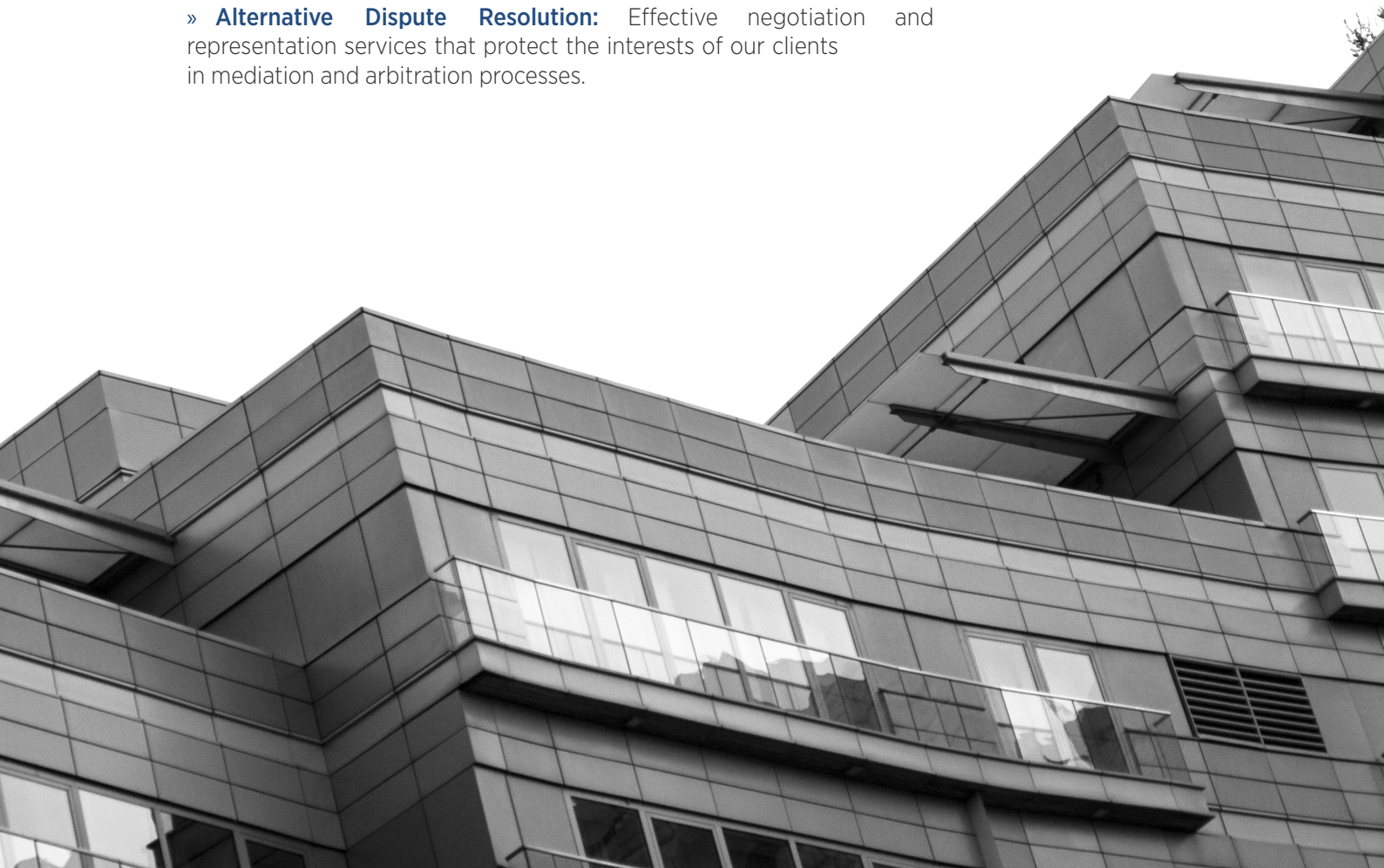
We put your commercial relations on solid foundations and minimize risks.

- » **Contract Management:** Preparation and review of commercial purchase and sale, dealership, distribution, confidentiality (NDA), service and business partnership agreements, risk analysis and client representation in negotiation processes.
- » **Regulatory Compliance:** Carrying out projects to comply with KVKK (Personal Data Protection), E-Commerce law and sectoral regulations.

## Dispute Resolution and Litigation

We defend your rights in the most effective way and focus on the result.

- » **Commercial Litigation Proceedings:** Collection of trade receivables, conducting litigation and follow-up processes before the courts in disputes arising from breach of contract, unfair competition and corporate law.
- » **Labor Law Disputes:** Employer's representation and management of the process in cases arising from reinstatement, severance/notice pay and work accidents.
- » **Alternative Dispute Resolution:** Effective negotiation and representation services that protect the interests of our clients in mediation and arbitration processes.



# OUR TEAM

## RAMAZAN BİÇER

Partner,  
Advanced LL.M. in  
International Tax  
Law



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Ramazan Biçer is a partner at LEVEL INTERNATIONAL, leading the firm's tax, accounting and legal services practice.

With over 11 years of experience at the Turkish Tax Authorities, Ramazan specialized in international tax and transfer pricing and served as an advisor to large taxpayers across various industries. During his tenure, he led national transfer pricing teams, contributed to the drafting of Turkish transfer pricing legislation, and represented Turkey at the OECD Working Party 6 on Transfer Pricing.

After leaving public service, Ramazan joined PricewaterhouseCoopers (PwC) in 2013, where he worked as a Senior Manager, managing a wide range of transfer pricing and international tax projects.

Today, Ramazan advises both domestic and foreign companies in the fields of international tax and transfer pricing.

His areas of expertise include the following areas:

- » International Tax
- » Transfer pricing (Policy design, documentation, Advance Pricing Agreements)
- » International company structuring and cross-border investments
- » BEPS and Pillar 2 applications
- » International wealth management and tax planning strategies

His articles have been published in many national and international publications and he is the author of the book "Transfer Pricing Implementation Guide".

Ramazan completed the Advanced LL.M. in International Tax Law Program at Leiden University in the Netherlands and received the title of "Advanced LL.M".

He holds Certified Public Accountant (CPA) and Public Internal Auditor licenses and is fluent in English.

## ŞEYMA AYDOĞAN

CPA, Director



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Şeyma Aydoğan is the Managing Director responsible for Tax Advisory Services, Accounting, Tax Compliance and Outsourcing Services at LEVEL INTERNATIONAL.

She began her career in the Accounting and Tax Outsourcing Department at Nazalı, where she managed all accounting and tax operations for numerous international and local clients and also led the payroll department.

After five years at Nazalı, she worked in accounting roles at two international companies before joining KPMG Turkey as a Director in the Accounting and Tax Outsourcing Department. During her time at KPMG, she managed large-scale tax compliance and accounting outsourcing projects for global clients.

Şeyma is a Certified Public Accountant (CPA) and speaks fluent English.

### Areas of Expertise

- » International Tax and Transfer Pricing
- » Turkish Tax Practices
- » Turkish Accounting Standards (Turkish GAAP) and tax legislation
- » Tax & Statutory Reporting
- » Multi-currency consolidations
- » Payroll management and regulatory compliance
- » Management of accounting and tax processes through outsourcing

## ÖZLEM POŞUL

Director,  
Legal Advisor



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Özlem Poşul is the director of legal services at LEVEL INTERNATIONAL, overseeing the firm's corporate and commercial law practices and providing legal counsel on a broad range of regulatory and contractual matters.

Since registering with the Istanbul Bar Association in 2010, Özlem has worked as a lawyer and legal counsel at several leading law firms in Istanbul.

Throughout her career, she has represented both domestic and international clients in corporate, commercial, labour, and contract law, providing strategic legal consultancy across diverse industries.

Her areas of expertise include corporate and commercial law, IT and e-commerce law, labour law, and energy law.

Özlem graduated from Istanbul University Faculty of Law and holds "mediator" title.

Özlem has the title of "mediator" and speaks English fluently.

## SERRA KONAÇOĞLU

CPA, Senior Manager



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Serra Konaçoğlu is a Senior Manager at LEVEL INTERNATIONAL, specializing in tax consultancy and CPA services.

She began her career in the field of full certification and tax auditing, and throughout his 12 years of work experience, she has played an active role in tax auditing, tax consultancy, and merger & acquisition transactions, specifically in buyer and seller-side tax due diligence projects.

At LEVEL INTERNATIONAL, she provides international taxation, transfer pricing, local tax advisory, CPA and tax due diligence services to clients across various industries.

She graduated from Istanbul University, Faculty of Economics, and is currently pursuing her master's degree in Money, Capital Markets, and Financial Institutions at the same university.

She holds a Certified Public Accountant (CPA) license.

### Areas of Expertise

- » Turkish Tax Legislation
- » Tax Audit and Advisory
- » Tax Due Diligence in M&A Processes
- » Turkish Accounting System
- » Financial Reporting
- » International Taxation and Double Taxation Treaties

## HAZAL SOYTORUN

Manager



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Hazal Soytorun is a manager at LEVEL INTERNATIONAL, involved in tax compliance, international taxation, and transfer pricing projects.

She graduated from Istanbul Bilgi University, Department of International Relations and Political Science. Before entering the corporate world, she completed an internship at Labour Voices, a non-profit organization dedicated to protecting the rights of blue-collar textile workers and promoting corporate accountability in labour practices.

Hazal began her professional career at Ernst & Young (EY) Turkey, working in the Global Compliance Department. She collaborated with both local and international clients across multiple industries, focusing on Turkish corporate tax legislation, accounting obligations, and tax compliance audits.

At LEVEL INTERNATIONAL, she continues to work on Turkish tax compliance as well as international tax and transfer pricing engagements.

### Areas of Expertise

- » International Tax
- » Transfer Pricing
- » Turkish Tax Legislation
- » Tax Audit and Compliance Reporting
- » Turkish Accounting System
- » Financial Reporting
- » Social Security Law

## HARİS BALATA

Senior Consultant



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Haris Balata is a Senior Consultant at LEVEL INTERNATIONAL, specializing in accounting, tax compliance, and outsourcing services.

He graduated from Marmara University, Faculty of Public Finance, and has accumulated five years of professional experience in accounting and advisory roles.

Haris began his career as a junior accountant at several CPA firms, where he managed outsourcing and monthly payroll operations and helped clients establish customized accounting systems tailored to their business needs.

In addition, he has provided consultancy on Social Security Law and Labour Law matters.

Haris is currently continuing his CPA internship.

He speaks fluent English and Serbian.

### Areas of Expertise

- » Turkish GAAP
- » Turkish Tax Legislation
- » Social Security Law
- » Payroll and Compliance Operations
- » Accounting Systems Setup

## TALHA ATEŞ

Senior Consultant



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Talha Ateş is a senior consultant at LEVEL INTERNATIONAL, focusing on accounting, tax compliance, and financial reporting.

He graduated from the Faculty of Economics at Uludağ University and successfully completed his master's degree in accounting and finance at Marmara University.

Since 2019, Talha has worked in consulting firms, including KPMG Turkey, and in accounting/finance departments of trading companies, gaining extensive experience in Turkish GAAP, tax compliance, statutory reporting, and social security procedures.

At LEVEL INTERNATIONAL, he provides accounting consultancy and advisory services to clients from various industries.

### Areas of Expertise

- » Turkish GAAP
- » Turkish Tax Legislation
- » Social Security Law
- » Tax & Statutory Reporting

## DİLARA YEŞİLOT

Attorney,  
Senior Tax Consultant



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Dilara Yeşilot is an attorney and senior tax consultant at LEVEL INTERNATIONAL, specializing in tax law, transfer pricing, and international taxation.

She graduated from the Faculty of Law at Gazi University and has been a registered member of the Istanbul Bar Association since 2021.

During her legal internship, she worked on Turkish Labour Law cases, following all litigation and arbitration proceedings and attending hearings.

Dilara began her master's studies in Public Law, Criminology, and Criminal Justice at Istanbul University and later completed her master's degree at the University of Cologne, Germany.

At LEVEL INTERNATIONAL, she continues to advise clients on tax law and transfer pricing matters.

She speaks fluent English and brings an international legal perspective to her practice.

### Areas of Expertise

- » Tax Law
- » Transfer Pricing
- » International Taxation
- » Labour and Social Security Law
- » Arbitration and Dispute Resolution

## İREM DALKIRAN

Consultant



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İrem Dalkıran is a consultant at LEVEL INTERNATIONAL, working on international tax and transfer pricing projects.

A graduate of Ege University's International Relations Department, Dalkıran completed her internship at Ünsped Customs Brokerage, gaining experience in import and export processes, delivery terms, and operational reporting.

As part of the European Solidarity Corps program, she served in France, where she gained experience working on international projects and developing intercultural communication skills.

She later worked as an accounting assistant at an e-commerce company, actively involved in e-invoice and e-archive processes, customer account tracking, and reconciliation procedures.

She speaks fluent English and intermediate French.

### Areas of Expertise

- » International Tax
- » Transfer Pricing

## SEYİBE NUR DEMİR

Consultant



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Seyibe Nur Demir is a Consultant at LEVEL INTERNATIONAL, supporting accounting, tax compliance, and financial reporting operations.

She graduated from Yeditepe University, Faculty of Business Administration, with a fully funded scholarship and graduated with honors. During her studies, she developed a strong interest in corporate operations, data management, and financial systems, which she further explored during her one-year internship at Decathlon Turkey.

At Decathlon, Seyibe managed stock data and invoice processes using SAP and EOne, organized both physical and digital archives, and enhanced her Excel and reporting skills. She also took an active role in communication with suppliers and international teams, contributing to import operations and data coordination with Decathlon France.

In addition to her academic and internship experience, Seyibe has actively participated in university clubs and completed multiple training programs in entrepreneurship, marketing, communication, and stress management.

She is passionate about applying her analytical and organizational skills in professional environments to contribute to team success and continuous operational improvement.

Seyibe has a good command of English.

### Areas of Expertise

- » Turkish Accounting System (Turkish GAAP)
- » Payroll and Compliance Processes
- » SAP, EOne and ELogo Invoice Management
- » Corporate Accounting and Invoice Processes
- » Data Organization and Reporting

## MUHAMMED CANDAN

Consultant



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Muhammed Candan is an international tax advisor at LEVEL INTERNATIONAL, involved in international tax and transfer pricing projects.

He graduated from Ankara Yıldırım Beyazıt University, Department of Economics in 2022.

He began his professional career as assistant in the International Tax and Transaction Services department at Ernst & Young (EY) Turkey. In this role, he supported multinational clients in developing and modelling cross-border tax structuring alternatives. During E&Y period, Muhammed also participated in BEPS, Pillar 2 and tax due diligence projects.

At LEVEL INTERNATIONAL, he continues to advise clients on international tax and transfer pricing matters.

He speaks fluent English.

### Areas of Expertise

- » International Taxation and Double Taxation Treaties
- » Pillar 2 Applications
- » Transfer Pricing
- » Tax Due Diligence in M&A Processes



# — LEVEL INTERNATIONAL ACADEMY —

Trainings ON

International Tax  
Transfer Pricing



## ▷ Webinar & Webcasts

Our team conducts regularly **free** webinars and webcasts. Please **join the mailing list** and become part of the Level International Community.



We know the complexity of international tax and corporate governance can be overwhelming at times. **Don't be disenchanting.** You are not alone. Join us and together we make taxation a value driver.

## ▷ Publications

International Tax News & Bulletins  
Articles & Suggestions  
International Tax Literature



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INTERNATIONAL

# STRATEGIC ALLIANCES



Tinvanto is a premier boutique consulting firm, uniquely positioned at the intersection of high-stakes corporate finance and sophisticated international wealth management. It provides expert, partner led guidance to ambitious founders, savvy investors, global corporations, and High Net Worth Individuals navigating their most pivotal financial transitions.

Leveraging decades of direct, hands-on experience, Tinvanto crafts bespoke strategies designed to maximize value, minimize tax exposure, and preserve wealth across borders, ensuring your journey from ambition to legacy is both successful and secure.

Tinvanto's core vision is to empower founders of scale-up companies to achieve truly transformative exits that authentically reflect their unique vision, tireless hard work, and groundbreaking innovation.

Tinvanto strives to be the trusted partner that bridges ambition to legacy, guiding entrepreneurs and individuals through the intricate complexities of high stakes exits with unwavering clarity, confidence, and unparalleled expertise.

Tinvanto also extends this partnership to multinational corporations, venture capitals (VCs), and private equities (PEs) navigating large-scale exits, and to High-Net-Worth Individuals (HNWIs) seeking sophisticated global asset structuring.

***For further details, please visit Tinvanto website***

[www.tinvanto.com](http://www.tinvanto.com)

audittrust is an independent service institute focused on growing and strengthening the professional practices of tax, accounting, business and legal advisory firms by providing both reliable contacts and resources at an international level to service their existing and potential clients.

The objective of audittrust is to proactively coordinate and promote the international cooperation of professionally qualified front rank accounting, business and legal advisory firms to enable them to provide a skilled and comprehensive support to their international clients regardless of sector and location.

audittrust has extensive experience in successfully coordinating internationally the delivery of services to clients of professional accounting and business advisory firms. audittrust has a very efficient worldwide portfolio of contacts to managing partners of highly qualified and reliable accounting and business advisory firms.

This enables audittrust to provide professional practices with on-demand direct contacts with appropriately qualified and experienced firms in more than 115 countries worldwide so that they can obtain advice, assistance, and local knowledge relevant to their internationally active clients.

LEVEL INTERNATIONAL is certified Turkish member firm of audittrust network and with the collaboration of audittrust member firms all around the world, you can access the qualified and highly skilled experts.

***For further details, please visit audittrust website***

[www.audittrust.com](http://www.audittrust.com)



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