

Meet your potential™

In one place you will find a set
of integrated solutions that unleash
the full potential of your company

Espaço Amoreiras
Rua D. João V, no. 24 1.05
1250-091 Lisbon

(+351) 211 950 520
geral@grupoyour.pt

www.grupoyour.pt

GRUPO
your

We guarantee a specialized support in the main management support areas so that you can dedicate to the growth of your business.

Our core business is based on the provision of specialized **accounting, human resources, as well as auditing services, tax and financial consulting**. In parallel, we offer a diversity of quality services in various areas of support such as cost optimization, health and safety at work, communication and information technologies.

With a close and personalized approach, our team specialized in the various areas of operation ensures the monitoring of your business, no matter the size or activity sector of your company.



**More time for your business.
Meet your solutions.**

We started as an accounting firm with a disruptive placement facing the industry traditional companies and today we are a group with eleven distinct areas of management support.

Our values of excellence and quality coupled with a demanding attitude, allow us to provide a high added value in each service provided. We believe in companies' potential and their intrinsic will to grow and bring value to the market. That's why we constantly follow the business reality of our 1,700 customers, helping them reach their full potential.



Meet your solutions

Financial

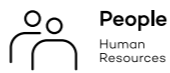


We ensure the quality of your company's financial information to support conscious and safe decision.



We combine our experience and knowledge with solid methodologies that guarantee us the offer of quality services and excellence.

Human Resources



We strengthen the human side of your business, reinforcing the productivity and success of your company.

Entrepreneurship



We follow the entire process of developing your business through a unique and effective methodology. We lead your initial idea to the implementation and growth phase of your business.

Support



We accelerate the digitization and process optimization of your business so that you continue to keep up with the pace of the market in an innovative, updated and technological way.



We design and implement solutions to promote and protect the health and well-being of your employees.



We optimize the costs of your company by implementing purchasing processes that guarantee the best conditions for your business.



We create a safe future for you and your company with customized solutions to your needs, without any unforeseen events or worries.



We release your teams from massive and repetitive tasks and we accelerate the potential of your organization, giving you time to devote to your business.

Meet your audit tax advisoryTM

We combine our experience and knowledge with robust methodologies that enable the offering of quality and excellence services.

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A member of:

FUSION
INTERNATIONAL



GRUPO **your**
Audit Tax
& Advisory

Audit

Audit and Related Services

Our regulated professional accounting firm Salgueiro & Associados, SROC, Lda. reinforces the range of activities of Grupo Your, namely by including **audit, statutory audit and related services**. We benefit from having the resources and tools of Grupo Your on a shared services perspective, of more than 100 employees specialized in the technical areas of accounting, taxation and auditing.

Our philosophy is based on the application of robust and high-quality methodologies, developed and applied in the field by a senior team with very relevant experience in a Big Four environment, namely the Statutory Auditors who lead our audit company.

To provide an effective audit service, **trust, quality and experience of our professionals** is of most importance. We look for solutions that are applied with speed, simplicity and know-how, characteristics of our work and that we intend to demonstrate.

The above framework **guarantees a high standard of quality and rigour in the services provided**, which is combined with highly competitive fees and financial proposals that we offer our clients who, at the same time, benefit from the synergies resulting from the application of robust and effective methodologies and services shared with the competencies of Grupo Your.



Tax & Advisory

Tax and Financial Consulting

Your Advisory is the group company specialized in financial and tax consultancy that aims to be the trusted partner of our clients in the development and implementation of excellence solutions of Tax, Strategic, Operational, Human Resources and Systems scope. As with our audit firm, Grupo Your provides the necessary resources and tools from a shared services centre perspective.

Our mission is to present **solutions with high added value**, adopting the best market practices in full alignment with the strategy of our clients and partners. The team is composed by highly competent and motivated employees with multidisciplinary qualifications and competences, ensuring respect for **ethics, transparency and responsibility principles**.

Tax management of organizations and individuals is a key factor for business success, profitability and the return of investment. Given the growing

complexity of tax matters, only a close and continued support from experts in this area allows for adequate planning and structuring of activities. Grupo Your experienced team of tax advisors support the clients in the development of their business, helping to identify the most efficient solutions and, at the same time, minimizing the risks of non-compliance with the increasingly demanding tax obligations.



Our Services

Audit

- Legal statutory audit performed in compliance with legal provisions
 - Audit of accounts performed in compliance with legal, statutory or contractual provision
 - Internal control audits associated to financial reporting
 - Prospective financial information review
 - Simplified examinations and other related services
 - Other services agreed within the Portuguese Order of Chartered Accountants framework (review of capital increases, etc.)
 - Training on accounting and tax matters (accreditation by the Order of Chartered Accountants)
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Our Services

Tax

- Regular tax advice on a retainer basis
 - Preparation of studies and opinions
 - Framework design and review from a tax perspective of specific operations and contracts
 - Support on tax inspections and tax litigation
 - Requests for tax reimbursements
 - Evaluation of tax benefits and calculation and application support
 - Review and calculation of current and deferred taxes for financial statements presentation
 - Technical review of tax returns
 - Training on tax matters
 - Support on the management of assets from and individual tax perspective
 - Structuring of international operations, mergers and acquisitions, real estate investments and financing operations
 - Study and support in the definition of compensation packages and their tax framework
 - Support entrepreneurs in analysing different set-up options and development of the activities
 - Tax due diligences, structuring merger and acquisition alternatives and investment vehicles
 - Support defining transfer pricing policy and preparation of transfer pricing documentation
-

Our Services

Advisory

Mergers and acquisitions

- Valuation of businesses or parts of businesses
- Support on mergers, acquisitions and divestures
- Identifying potential buyer or acquisition targets
- Succession planning and business preparation for sale
- Preparation of selling memorandum
- Due diligence

Financial modelling

- Business cases
 - Business plans
 - Detailed review and preparation of prospecting financial information
-

Nearshoring e Outsourcing

- Support attracting Shared Services Centres
- Support in outsourcing processes: accounting, accounts payable, accounts receivable, treasury and collections
- Support design and set-up of Shared Service Centres operation

National and European community funds

- Preparation of studies on characterizing the framework in all sectors: industry, commerce and services
- Economic and financial feasibility studies
- Support for fund applications

Our Services

Advisory

Support for internationalization

- Design and implementation of international strategic plan

Financial Support

- Interim financial management – absence coverage, support in activity peaks, etc.
 - Design of management accounting systems and reporting
 - Support the area of management planning and control, including forecasting and strategic planning
 - Design and automation of decision support KPIs and scorecards
 - Fair value and impairment analysis
 - Restructuring
-

Risk

- Diagnosis of the internal control system and risk management
- Development of internal control procedures and manuals
- Risk inventory and assessment
- Alignment with the governance model

Debt and Capital

- Funding support
- Debt structuring and restructuring

Our Clients

Advisory



Our Team



Hugo Salgueiro
CEO | Statutory Auditor

Member of Portuguese Order of Chartered Accountants since 2011 and with 14 years of audit experience at KPMG, Hugo is the CEO of the audit and consulting areas of Grupo Your.

Graduated in Business Management from ISEG, joined KPMG in September 2001 in the Department of Industrial and Consumer Markets, with a special focus on the Energy Sector.

In 2004 was closely connected to the Audit project to the leading company in the energy consumption market and one of the most significant companies in the Euronext Lisbon Stock Exchange. In the period between October 2010 and September 2012, he assumed the position of Senior Manager of the Audit department of KPMG in Angola, assuming responsibilities of managing a portfolio of about 40 clients, mainly related to the oil sector.

In September 2012, he returned to the position of Senior Audit Manager at KPMG in Portugal, with the largest customer being the largest Energy Sector Group in Portugal.



Augusto Paulino
Head of Tax

Partner at Your Advisory and Head of Tax of Grupo Your since November 2016, Augusto has a wide experience of 17 years as tax consultant. Holds a Degree in Economics and a post-graduation in Tax Management. He is a Registered Statutory Accountant in Portugal.

Throughout the career of tax consultant at PwC Portugal (from 2001 to 2014) assisted a number of local and multinational clients and gained experience in projects of recurring tax advice, tax due diligence, transfer pricing, tax incentives, restructuring and tax planning, structuring of financial products, life insurance and retirement plans, structuring of real estate projects, and IFRS implementation projects.

Before joining Grupo Your, he was Tax Director at PwC Angola (from October 2014 to October 2016), leading the Financial Services and O&G tax practices.

Regularly monitors professional courses on tax and accounting matters. Published several articles of opinion on tax matters.



Pedro Roque
Statutory Auditor

Member of Portuguese Order of Chartered Accountants since 2010 and with 18 years of audit experience at Mazars, Pedro is Audit Manager and consultant at Grupo Your.

Graduated as Financial Auditor from ISCAL, joined Mazars as auditor from September 2000 to March 2018, where he performed several audit engagements in companies of industrial and retail sectors.

Our Team



Marta Filipe

Director | Advisory

Director at Your Advisory since June 2016 where she has developed experience in process restructuring, strategic analysis, due diligence, business valuation and business plan preparation. Graduated in Management from ISCTE and post-graduated in Management Control and Performance from INDEG-IUL / ISCTE.

She has 6 years' worth of experience in auditing and consulting at KPMG, with a special focus on the energy sector company. Significant experience in validating reports and accounts in accordance with International Financial Reporting Standards (IAS / IFRS) and Portugal's SNC, as well as in account consolidation procedures.

Regular involvement in the review of internal control procedures, evaluation of the design, implementation and effectiveness of control procedures and in the processes of billing, debt management and collections.



Nadine Santos

Director | Audit

Audit Manager at Salgueiro, Martins & Associado, SROC, Lda., holds a degree in Management from ISCTE.

5 years' experience acquired in KPMG, where she participated to several projects in leading companies of the industrial and retail sector. Significant experience in validating reports and accounts in accordance with International Financial Reporting Standards (IAS / IFRS) and Portugal's SNC.

Regular involvement in the review of internal control procedures, evaluation of the design, implementation and effectiveness of control procedures.

Our Team



**Pedro Rebello
de Andrade**

Tax Director

Tax Director at Group Your, Pedro holds a degree in Tax Law from Universidade Católica de Lisboa and has an experience of 5 years of tax consultancy at KPMG.

Since September 2013, he has been working as a tax consultant assisting a wide range of national and multinational companies, having gained experience with tax audits, tax litigation, tax incentives, as well as with corporate tax compliance.

He has also worked regularly with one of the main telecommunications sector group and with the largest energy sector group in Portugal, having provided tax advice on various acquisition processes, financial restructuring and tax due diligences, as well as on structuring of national and transnational transactions and restructuring of real estate investments.

In January 2019, he assumed the role of Tax Director at Grupo Your.



Katya Romão

Tax Manager

Tax Advisory at Grupo Your since 2016. She is Tax Manager and responsible for the management of tax consultancy work and monitoring the tax compliance of Grupo Your's clients.

She has extensive experience in accounting and tax matters. She has worked throughout his career as accounting technician and supervisor, controller and financial manager in several Portuguese companies operating in the national market and in Spain, Angola and São Tome e Príncipe, including in collaboration with Grupo Your in the period from 2010 to 2012.

Graduated in Accounting and Administration and postgraduate in Advanced Accounting and Taxation.

Thank you.

Nice to meet you.

Grupo Your

(+351) 211 950 520
geral@grupoyour.pt
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Your Audit, Tax & Advisory

(+351) 211 950 520
geral@youraudit.pt



Lisbon

Espaço Amoreiras
Rua D. João V, no. 24 1.05
1250-091 Lisbon

Cascais

Edifício São José
Alameda dos Combatentes
da Grande Guerra, no. 247,
5th floor - 2750-326 Cascais

(+351) 211 950 520
geral@grupoyour.pt

Oporto

Edifício Burgo,
Avenida da Boavista
no. 1773 A, 2nd floor, 2.4
4100-133 Oporto

Luanda

Rua do Embarcadouro
do Mussulo (Kapassoca)
Futungo de Belas
Luanda

www.grupoyour.pt