Glowside®

Integrated Business Strategy

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About us

Glowside is a consulting boutique specialized in Strategy and Corporate Finance. We are guided by 3 fundamental values.

Excellence

High level of experience and international exposure to complex projects, developed with excellence in the strictest principles of confidentiality.

Reliability

High level of responsiveness guaranteed by the agility of "high performing small teams", by the proximity to the decision maker and by the continuous involvement of our partners in all projects we are engaged in.

Trust

A long history of clients we have worked with for more than a decade, in the most varied sectors, sharing and debating visions about the future.

/ Mission

We were born from the desire to surround ourselves with people with whom we identify with (clients, consultants and partners). Our mission is to establish long lasting relationships with our customers, provide them with the tools for growing their businesses, and train the best consultants to deliver maximum value in all the projects we are involved in.

We focus on developing our client's business. We support our clients creating, capturing and sustaining value, helping them reorganize their business to drive their strategy for the future and react to market changes.

Our value proposition stands on a business model that connects our competences, the market needs and the growth ambitioned by our clients, and is built on 4 pillars.

Competences and Knowledge

We recruit with the highest standards and invest in continuous training of our consultants that come from Top Universities at an international level. The knowledge, experience and skills of our partners and consultants enhance the added value for our clients and guarantee the quality of our delivery.

High Performing Small Teams

Our availability and responsiveness is unquestionably one of our competitive advantages. Our teams are results-oriented, demonstrating a high sense of commitment to the client and its objectives. Agile teams with multidisciplinary skills allow us to respond to the most complex challenges with an integrated vision.

Continuity Relations

We establish strong, close, trustworthy and long-lasting relationships with our clients and partners. This allows us to know and understand the strategic challenges of our client's business and design appropriate solutions, without compromising deadlines or requiring greater effort on the part of the organization.

Risk Sharing

We have a risk-sharing culture, standing by our clients throughout the investment / project and enterprise cycle. Our goal is to respond swiftly to possible changes in business scenarios or variables, collaborating in strategic changes or realignment.

/ Experience

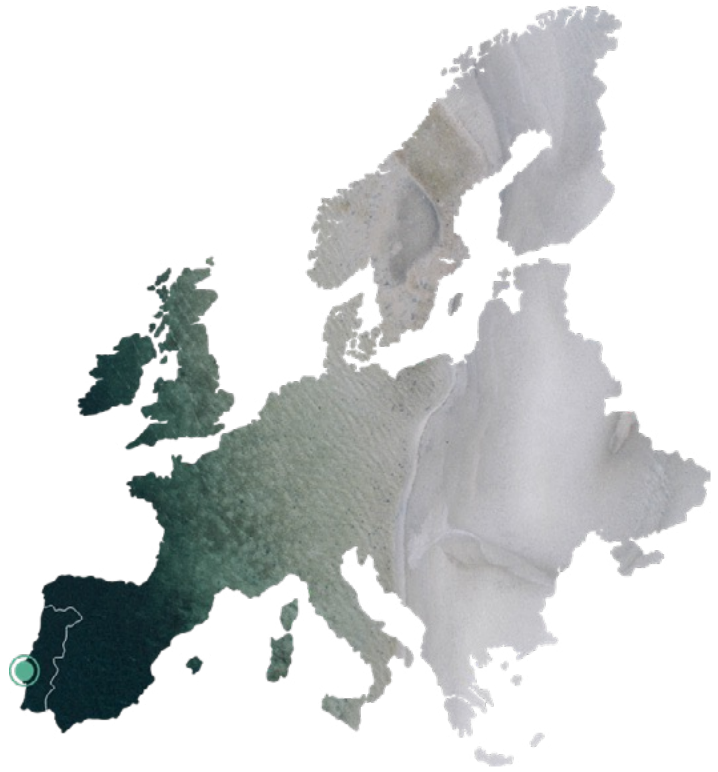
Our team has over 25 years of advisory experience in multiple sectors and projects. With over Eur 200 M transactions managed, most of them cross-border. We deliver an integrated approach to M&A and Strategy to support sound investment and business decisions.

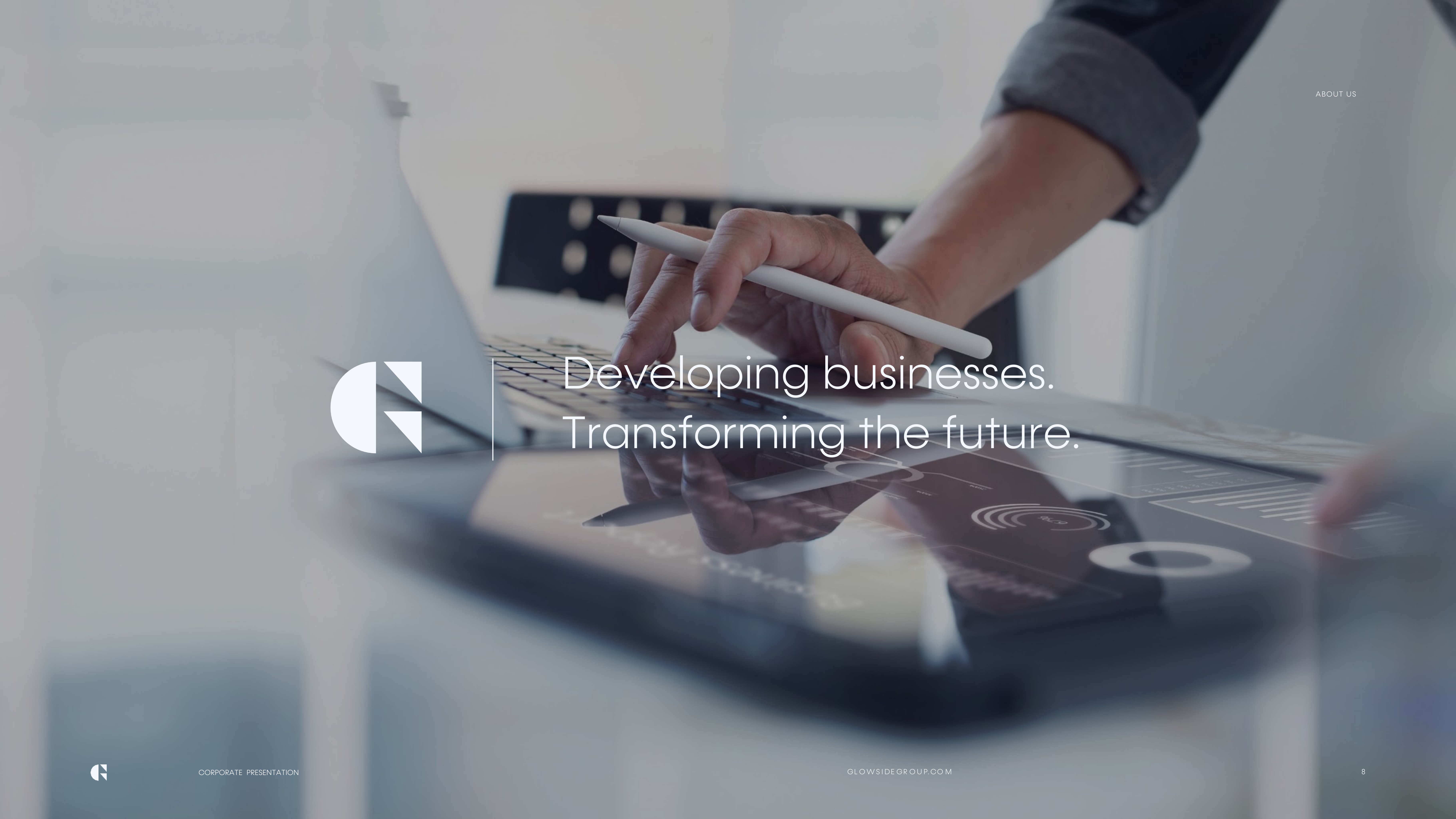
/ Projects

100+

/ Transactions

€ 200M





Developing businesses.
Transforming the future.

Leadership Team

Ricardo Sousa Valles

Managing Partner

Ricardo Sousa Valles has built a career in management, strategy and finance consulting, having worked as an advisor to several Boards of Directors and CEOs.

Having more than 25 years of experience, Ricardo coordinated several strategic, management and financial projects. Ricardo has worked with national and international organizations' repositioning and restructuring, and also assuming interim management functions. Ricardo has carried out projects in both Private and Public Sectors, in several industry sectors, and across several locations, including Portugal, UK, France, Switzerland, Angola and Cape Verde.

Ricardo started his career at PwC Consulting in 1996 and was one of the first consultants in the Strategic Change branch (2000-2002),, In 2003 moved to SaeR Strategy & Competitiveness (2003-2008), a geopolitical strategy consulting firm, and in 2008 integrated the Strategy & Operations at PwC (2008-2013). In 2014, he founded the Black Marble Group in Angola and in 2017, Glowside.

Ricardo is today Glowside's Managing Partner.

Paula Oliveira Marto

Partner

Paula Oliveira Marto has developed competencies in Management and Strategy Consulting. Paula has experience in international investment projects, joint ventures and developing new businesses in different sectors and different markets, over more than 15 years.

Throughout her career, Paula consolidated skills in business structuring and reorganization, development of international investment opportunities, in different markets, such as Portugal, Angola, East Timor, Poland and Switzerland, and in different industry sectors, including Oil & Gas, Hospitality, Food and Manufacturing Industry, Construction and Public Sector.

Paula started her career at Accenture in 2006, and later moved to Deloitte, being part of the Strategy and Operations' team.

Paula is Glowside's co-founding Partner.


Excellence . Reliability . Trust

Services

We provide financial and management advisory to CEO's, Boards, Shareholders and Entrepreneurs in multiple sectors, from Pharma & Biotechnology, Construction & Real Estate to Energy and Sustainability.

Glowside services are structured into two service lines.

01. Strategy Consulting

Boardroom Advisory

Advisory to Boards of Directors and Entrepreneurs, strategic planning, and support to governance models' improvement.

Restructuring and Transformation

Management of business and organization transformation projects (Programme Management), including structuring and supporting the implementation of shared services centres.

02. Corporate Finance

Business Planning & Valuation

Development of Business Plans, Feasibility Studies, Valuations of companies, business units and projects and support to arbitration processes and estimate of lost profits damages.

M&A (Mergers & Acquisitions)

Managing the M&A process through the entire deal cycle (Buy Side and Sell Side), from identification of the opportunity / asset, identification of target / potential investors, coordination of the Due Diligence (operational, commercial, financial, legal, fiscal, ESG or regulatory), until the closing of the deal.

Debt Advisory

Raising and (re)structuring debt for projects and companies.

01 / Strategy Consulting

Boardroom Advisory

Boardroom Advisory

/ Focus

Our focus are middle market companies who face the challenges of larger companies and need specialized and independent support to advise them in their growth.

Strategic Planning

Strategic planning for medium and long term, including development of business scenarios, analysis on the impact of investments in new ventures and markets, and the acquisition, divestment or disposal of business units.

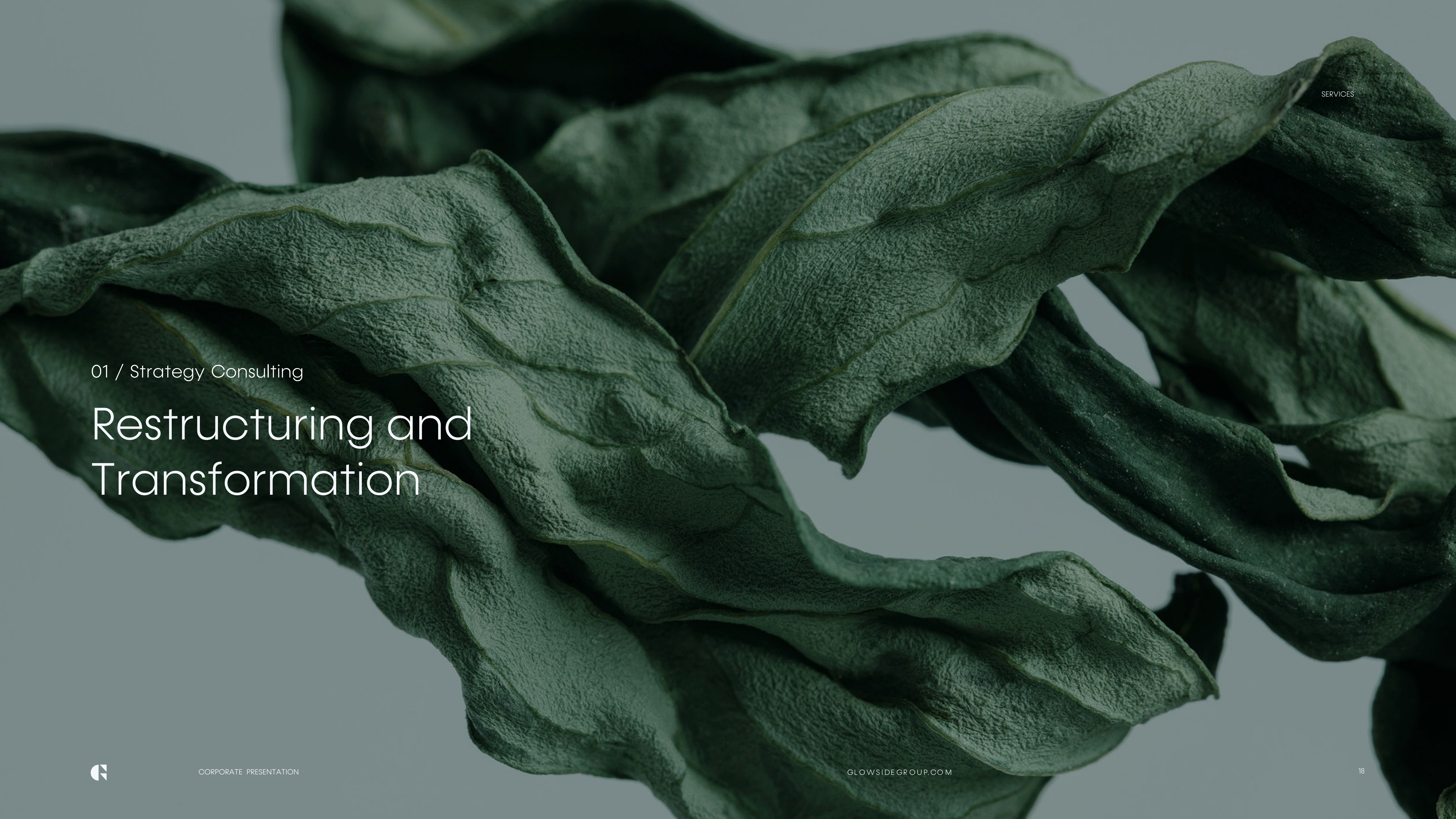
/ Includes

Advisory to Boards of Directors and Entrepreneurs

Advisory to Boards of Directors and Entrepreneurs, including support to the definition and monitoring of growth and transformation agendas, analysis of internal and external data, identification of growth opportunities (organic or by acquisition) and assessment of value creating and value destroying areas.

Support to the improvement of governance models

Support to the improvement of governance models, including the redesign of governance models (functions, responsibilities, and operating rules), review and development of new reporting models support the decision-making process and review and development of budgeting models, among others.



01 / Strategy Consulting

Restructuring and Transformation

Restructuring and Transformation

/ Focus

Our focus is middle market companies that need specialized support to adapt their organization to growth processes.

/ Includes

Management of businesses and organization transformation projects

Management of transformation projects for businesses and organizations, including revenue optimization, (re)definition of processes and procedures and cost reduction.

Structure and support to the implementation of shared services centres

Structure and support to the implementation of shared services centres with focus on the main support areas and the capture of synergies and economies of scale.

02 / Corporate Finance

Business Planning & Valuation

Business Planning & Valuation

/ Includes

Development of Business Plans

Business Plans development for companies and businesses, whether from a greenfield / start up perspective, or from a strategic review perspective for a mature business. This may include restructuring of organic units, expansion of business units, investment in organic growth or by acquisition, divestment of value consuming or non-strategic units, among others.

Valuations

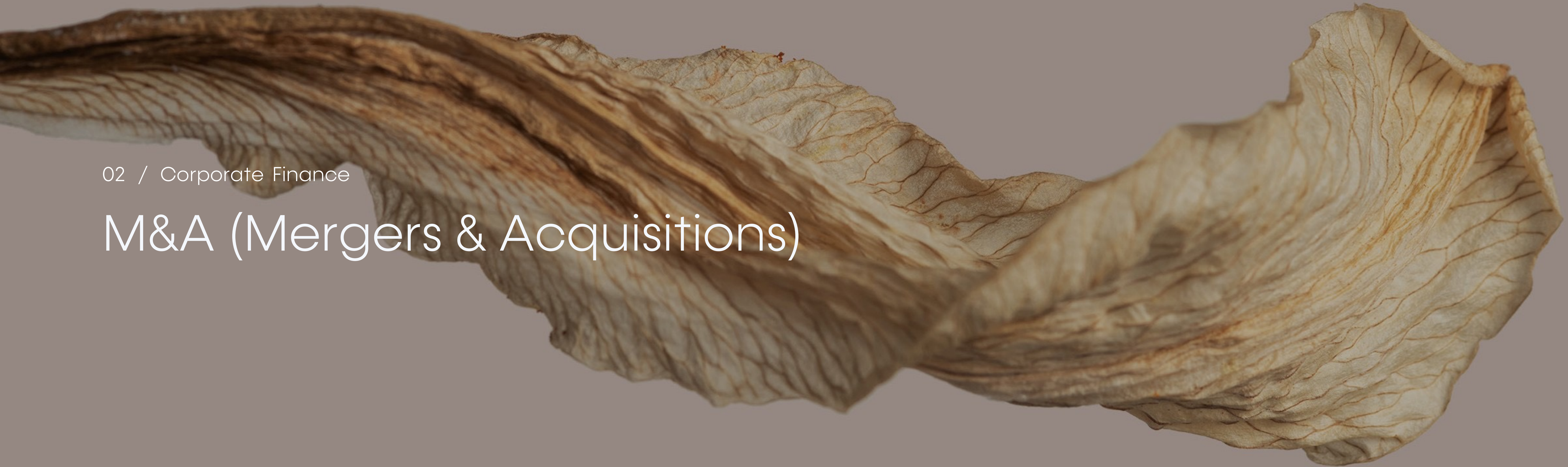
Valuation of companies, business units and projects, through financial models based on the DCF (Discounted Cash Flows) and the Multiples Method, for a wide range of purposes, from negotiation between shareholders, sale of shares, M&A processes and others.

Development of Feasibility Studies

Analysis of the feasibility of new projects or business units, including the relevant market screening, financial benchmarking, analysis of entry barriers and competitive positioning. The main goal is to determine the potential and risks of the opportunity, its internal rate of return (IRR) and the return for the investor (ROE – Return on Equity) and support the investment decision.

Support to arbitration processes and lost profits damages estimates

We are frequently asked for support in analysing the businesses and respective financial statements to determine the actual business results for the purposes of value arbitration in situations of corporate dissonance. Likewise, we also collaborate in the estimate of lost profits damages, and their impact on the value of the business.



02 / Corporate Finance

M&A (Mergers & Acquisitions)

M&A (Mergers & Acquisitions)

/ Experience

Glowside's partners have successfully advised around Eur 200 million in transactions, most of them cross border. Though Glowside has been handling transactions within a wide range of sectors, we have been playing a very relevant role in the pharmaceutical and biotech sector, which, due to its characteristics, complexity and sophistication, requires a high degree of experience and competence from the teams involved.

In all transactions we advise, we are fully involved in the deal cycle, from the identification of the opportunity to the signing and closing of the transaction. We provide independent strategic advice, manage the operation's agenda and leverage our network of contacts, to allow our client to remain 100% focused on continuing to manage the day -to-day business.

Around 80% of the transactions we advise are Sell Side and 20% are Buy Side. On the Sell Side, our client is usually a successful Entrepreneur that wishes to close the cycle and sell the company, normally to a corporate player. On the Buy Side, we advise companies in growth phases through acquisition (build up) or internationalization, through the search for targets and by managing the entire process.

M&A (Mergers & Acquisitions)

/ Focus

The transactions we advise usually range between Eur 20 M and Eur 60 M, although we have advised transactions above Eur 100 M and below Eur 10 M, mainly in build-up situations.

We consistently collaborate with partner law firms and tax experts with extensive experience in M&A processes, to respond to all the needs of the deal cycle. We also collaborate with our international counterparts to identify the best targets and/or investors in cross-border transactions.

02 / Corporate Finance

Debt Advisory

Debt Advisory

/ Focus

Glowside has been assisting several companies in raising capital, as well as in recomposing and rescheduling debt, whether in the context of expansion and financing of a new project or acquisition of an asset, or to solve problems of financial distress.

/ Includes

Raising and structuring financing for projects and companies

Glowside has been assisting several companies in raising capital (debt or equity) among new investors, private equities, and banking institutions to finance new projects, the acquisition of companies or expansion / modernization projects.

Management of debt restructuring processes

The poor structuring of corporate debt, particularly at the present time when we have reached the end of "cheap" debt, can put strong pressure on companies. Our services for debt restructuring include the revision of the business plan, (re)construction of treasury plans, definition of debt service plans adapted to expected future cash flows, and support to negotiations with Banks, until the contract is closed.

Track record

Above & Beyond
FLOATING FLEET

GOVERNO DE ANGOLA

apifarma
ASSOCIAÇÃO PORTUGUESA DA INDÚSTRIA FARMACÊUTICA

basi laboratórios
your health, our world

Cubo Drive
equipment and car solutions

GenIbet
Biopharmaceuticals

Hertz

LUSO MEDICAMENTA

Quinta da Atalaia

RÁDIO NACIONAL DE ANGOLA
UNIMOS O PAÍS

Recipharm
good for business

SAHAM
Angola | Seguros

SNEBA
Sindicato Nacional
dos Empregados Bancários de Angola

StarSul

TECNIFAR

transfor ®

Vale da Rosa

ZEUGMA

Contacts

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