



**PARTNERS<sup>®</sup>**  
TAX AND LAW FIRM




# About AndPartners Tax and Law Firm

When we discuss AndPartners, we do not like to dwell on &P's skills: professionalism, high quality of &P's work product, tailor-made services for &P's clients.

These are basics for a tax and law firm; it is perfectly normal for this to be part of the package.

We also do not like discussing the clients we assist, which include top-notch multinational and domestic businesses.



**We do not like discussing  
what we do.  
We love discussing  
how we do it and why.**

# &P's work is guided by 6 keywords



## Sustainability

- Respect and regard for all the resources that helped and helps form it:
- & The professionals, whose growth and appreciation we follow carefully
  - & The work environment, equipped with environmentally sustainable materials
  - & The taxpayers, with whom we build a trust-based relationship
  - & The institutions, with whom we keep up a transparent dialogue



## Networking

- & Earnest, transparent, and solid personal relationships to work well, fully respecting know-how and rules
- & We work as a team creating positive synergies to foster the growth of our profession and the national, European, and worldwide context



## Innovation

We keep up with technology to improve &P's work and our clients'

# that constitute &P's founding values



## Growth

- & Growth for &P's clients and the economy that surrounds us
- & Professional growth to train and appreciate &P's professionals



## ESG (Environmental Social Governance)

- & We pay attention to internal relationships, every time giving opportunities to whoever has the best skills to obtain the best result
- & We support our clients' propensity for ESG principles
- & We respect the environment with environmentally sustainable choices
- & We devote part of our time to socially useful tasks



## Commitment

Commitment does not just consist in doing our job well, but in doing so by ensuring that all our inspiring principles are still valid



**We set up innovative  
governance  
for ourselves**

We have no divisions between equity partners and salary partners.

**All partners are partners.**

**There is no appointed managing partner.  
All partners manage the Firm jointly.**

On the other hand, we have a **Mentor Partner.**  
This figure is tasked with overseeing that the Firm's professionals are steered  
by the 6 keywords and by the highest standards of respect to people, the  
environment, and the Administrations.

The Mentor Partner handles any possible misunderstandings or divergences  
among professionals with a view to resolving them to preserve harmony.

The **partners' decisions**  
must always be made in order to seek the utmost harmony possible and  
in keeping with each person's diversity of opinions.

This implies:

- & Protecting partners or other people who may turn out to be objectively at disadvantage, not only from an economic standpoint, as a result of the partners' decisions. This could go as far as reversing a majority decision
- & Not exclusively pursuing one's personal interests but rather participating in the Firm's decisions by also taking into account the interests and well-being of the other partners, professionals, and employees
- & Ensuring that dialogue is always open, easy, and direct, without any prejudicial or specious closures, but always with respect for other people's opinions





This is **how** we do our **job**.

**Why do we do it?**  
**Because we love it!**



**PARTNERS**<sup>®</sup>  
T A X A N D L A W F I R M

**Black**

**Sophisticated, formal, and elegant; it conveys  
confidence and maturity.**



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TAX AND LAW FIRM

# Chartreuse

It conveys boldness, youthfulness, vitality, and creativity.

# AndPartners' International project

Today, AndPartners is in Rome and Milan.  
However, &P's project does not stop at one Country.





ONE BRAND,  
ONE PHILO  
SOPHY,  
ONE SOUL.



&P's intention is to open offices in other Countries. But mind you, we did not say abroad; rather, in other Countries. Because AndPartners' philosophy is to be **one international firm** with offices in various cities, without having specific headquarters at the top.

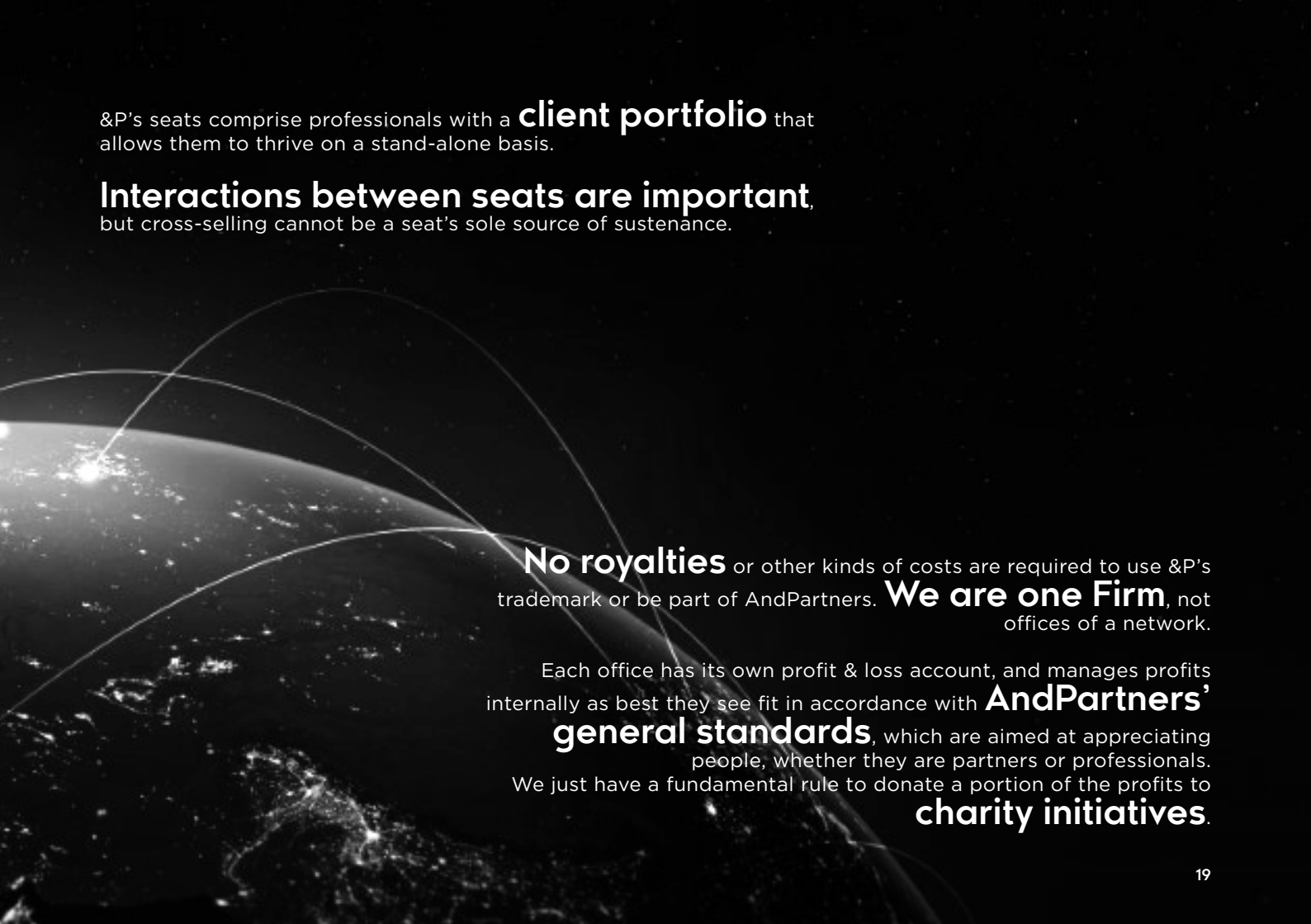
**Our guiding spirit is:  
“one brand, one philosophy, one soul.”**

&P's various functions are located throughout its seats by virtue of excellence. As a result:

- & Marketing may be based in one city
- & AndAcademy in another one
- & Quality in a third one

The important thing is coordinated actions, consistently with AndPartners' principles and with a single goal:

**working with passion  
and respect.**



&P's seats comprise professionals with a **client portfolio** that allows them to thrive on a stand-alone basis.

**Interactions between seats are important,** but cross-selling cannot be a seat's sole source of sustenance.

**No royalties** or other kinds of costs are required to use &P's trademark or be part of AndPartners. **We are one Firm,** not offices of a network.

Each office has its own profit & loss account, and manages profits internally as best they see fit in accordance with **AndPartners'** **general standards**, which are aimed at appreciating people, whether they are partners or professionals. We just have a fundamental rule to donate a portion of the profits to **charity initiatives.**

The firms must comply with AndPartners' philosophy even in their physical seats.

Colours are important.  
**Supplies must be sustainable.**

All the furniture in AndPartners' offices is made with up-cycled wood.

The search for office supplies and equipment must be based on  
**sustainability.**



Each professional must have


**their own space.**

**Aggregation spaces  
are important.**

AndPartners brings smart working into the office, so its professionals can live in a welcoming and stimulating environment.



**Why become**  
**a part of**  
**AndPartners**

A grayscale image of a hand reaching out from the right side, touching a network of white person icons connected by lines. The background is dark with a faint grid pattern.

For the professionals who want to join AndPartners  
and for those who already have, it is a

**win-win solution.**

Under the banner of the shared AndPartners Tax and Law Firm brand,  
you will be able to:

Create a philosophy for a  
**2.0 tax and law firm with global reach,**  
without headquarters or offices with more significance than others

Give clients and stakeholders the notion of a **compact firm,**  
competent and with a worldwide presence

Have seats at the same level, **interconnected**  
**through professionals and assistants** in different Countries

Trust **reliable Partners** who share the same philosophy

Create internships for junior professionals, thus strengthening  
the ties and acquaintances between people in all sites,  
**creating a true team**



Foster a **culture of international legislation**, thanks to the shared **AndAcademy**, attended by professionals of the Firm and other affiliated firms, by employees of leading international groups, and talented young people

Prepare **position papers** comparing similar regimes in the legislation of different Countries

To have **offices in several Countries** at your disposal for working and meeting clients

**Share practices and clients** by agreeing fees between Firms from time to time without strict rules (but based on a free and fair negotiation between Partners)

**Share** one web address, with one email domain, one brochure, one letterhead, without paying any royalties or fees

**All the activities are performed respecting the individuality of partners and clients and the domestic privacy rules.**



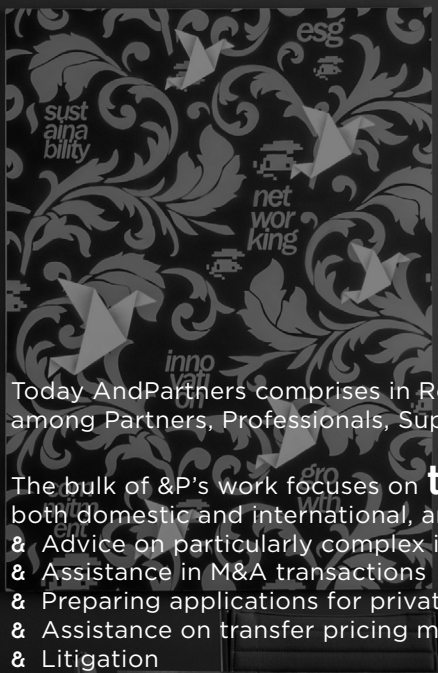
**Group** and **social identity** of the AndPartners' people and seats, **relationships** among them and **governance** are regulated by a **multilateral agreement**.

Every country appoints a **Link Partner** in the **Link Committee**, which has the task to facilitate the relationships among AndPartners' people and seats and to manage the international governance.

An **International Mentor Partner** and an **International ESG Committee** are appointed by the **Link Committee**.



# AndPartners Today



Today AndPartners comprises in Rome and Milan **more than 60 people** among Partners, Professionals, Support staff and well-recognized Of counsels.

The bulk of &P's work focuses on **tax law**. We cover all direct and indirect taxation, both domestic and international, and all kinds of assistance and advice:

- & Advice on particularly complex issues
- & Assistance in M&A transactions
- & Preparing applications for private tax rulings
- & Assistance on transfer pricing matters
- & Litigation

We also assist large groups in high-level **tax compliance** matters.

Considering the close correlation with direct taxation, **accounting** is one of the Firm's strengths.

We also have a **civil litigation** practice.



**PARTNERS**

T A X   A N D   L A W   F I R M

# AndPartners also has a presence in the Metaverse in Decentraland (-105,-6).

This venue, available to all of &P's professionals, wherever they are located, will be used for:

- & Training with the upcoming launch of the AndAcademy
- & Virtual meetings with clients
- & NFT exhibitions for charity, and
- & Much more, designed by &P's professionals

**This is us in Milan and Rome,  
but this is not important.**







What matters is what  
we'll be like in  
the world,  
soon.

**PROUDLY**<sup>&</sup>  
**ANDPARTNERS**



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TAX AND LAW FIRM



[andpartners.it](https://andpartners.it)  
soon  
[andpartners.global](https://andpartners.global)

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