



## Manuel Festas

Manuel Festas has been a consultant at MIND SOFTWARE MULTIMEDIA INDUSTRIAL SA since November 2014.

His professional background includes work in a number of functional areas, namely strategy, organization and corporate finance, with solid experience in the IT, financial service and private equity sectors and the capital market.

## Professional background

Manuel Festas has more than 25 years of experience in managing and administering various private domestic and international companies. With international experience, he worked outside of Portugal for more than three years, focusing on managing and administering the financial division, with direct involvement in dozens of corporate transactions. He played a crucial role in an IPO transaction. He has worked in the following areas:

- 2012 – 2014, financial director of OREY FINANCIAL BRASIL, in São Paulo. Manager of financial company for fund and asset management and managing special situations, distressed asset fund transactions.
- 2010 – 2011, external SME consultant in the real estate, hospitality, engineering and health sectors.
- 2009 – 2010, director and executive Vice Chairman of ESCOM – Investments, BV (the Netherlands) and ESCOM – Investimentos e Participações, SA(Angola). In charge of the financial division, he helped to reorganize the Escom Group's corporate structure, adopts IFRS/IAS standards, creates the holding company and migrates several sub-holdings to the Netherlands, with the first consolidation and closing of audited accounts. Strategic and operational management of Angolan and Congolese companies in the real estate, mining, public works, energy and oil & gas sectors.
- 2000 – 2009, Novabase Group, where he stayed for around 10 years. *Major Achievement:* Co-sponsored the listing of NovabaseSGPS, SA in July 2000. In this time, Novabase's sales went from €25 million in 1999 to more than €300 million in 2008.
  - 2006 – 2009, Director/member of the Executive Committee of NOVABASE SGPS SA, a company listed on the *Euronext Lisbon*. In charge of M&A and IRO – Investor Relations Officer. Co-responsible for the Group's strategic and operational administration and management, with involvement in business acquisitions and investor relations.
  - 2004 – 2009, Executive Director at NOVABASE SERVIÇOS SA, shared services division. In charge of the financial division, preparing and closing the accounts, consolidation and fiscal policy and interaction with auditors.
  - 2000 – 2004, Executive Director at NOVABASE CAPITAL SGPS, SA, Corporate Venture business division. Managed various affiliates including Manchete, Superemprego, ClipAnúncios, Sapi2, Infordesporto and Mind.

### Professional background (cont.)

- 1995 – 2000, *Controller and Manager* of affiliates of AITEC – TECNOLOGIAS DE INFORMAÇÃO, SGPS SA, a venture capital firm operating in the IT sector. He managed a venture capital fund and several companies including Novabase, IP Global, Link, Sol-S, Georeferência, Octal, Mailtec, Solsuni, MegaMedia, Rumos and Mind. *Major Achievement:* Entry into a new sector (IT) with the right timing, allowing the complete restructuring of portfolio companies and their subsequent sale, between 1999 and 2000, with extraordinary gains.
- 1990 – 1995, *Controller and Analyst* of MIDAS CORRETORA – SOCIEDADE CORRETORA DE VALORES MOBILIÁRIOS, SA and MIDAS INVESTIMENTOS, SA. Capital market broker of the Euronext Lisbon and asset management firm. Currently part of BBVA. *Major Achievement:* Involved in the turnaround of the market's smallest broker, which became the independent market leader in five years, achieving the goal of generating cash flow.
- 1988 – 1990, *Controller and Asset Manager* of SGF-Sociedade Gestora de Fundos de Pensões, SA. Primarily held by Crédit Lyonnais Portugal, Banco Internacional de Crédito (GES) and by Gan-Vie (currently Groupama). *Major Achievement:* In just two years, helped to create a Fund Manager from scratch, with integrated back-office processes in terms of funds accounting, managing and executing investment orders and generating reports for customers.

### Education and other activities

Manuel Festas is a graduate in **Business Management and Administration (1980/1986)** from Universidade Católica Portuguesa. He has a postgraduate degree from ISCTE/CEMAF in **Financial Assets and Markets (1995/1996)**.

From 1986 to 1987, he taught **Financial Management and Accounting** in courses financed by the European Social Fund.

He took part in various management and finance courses, both in Portugal and abroad, in the areas of negotiation, financial instruments, capital markets, etc.

Chartered accountant (TOC) since 1988.

He owns 74.946 shares of Novabase SGPS.