

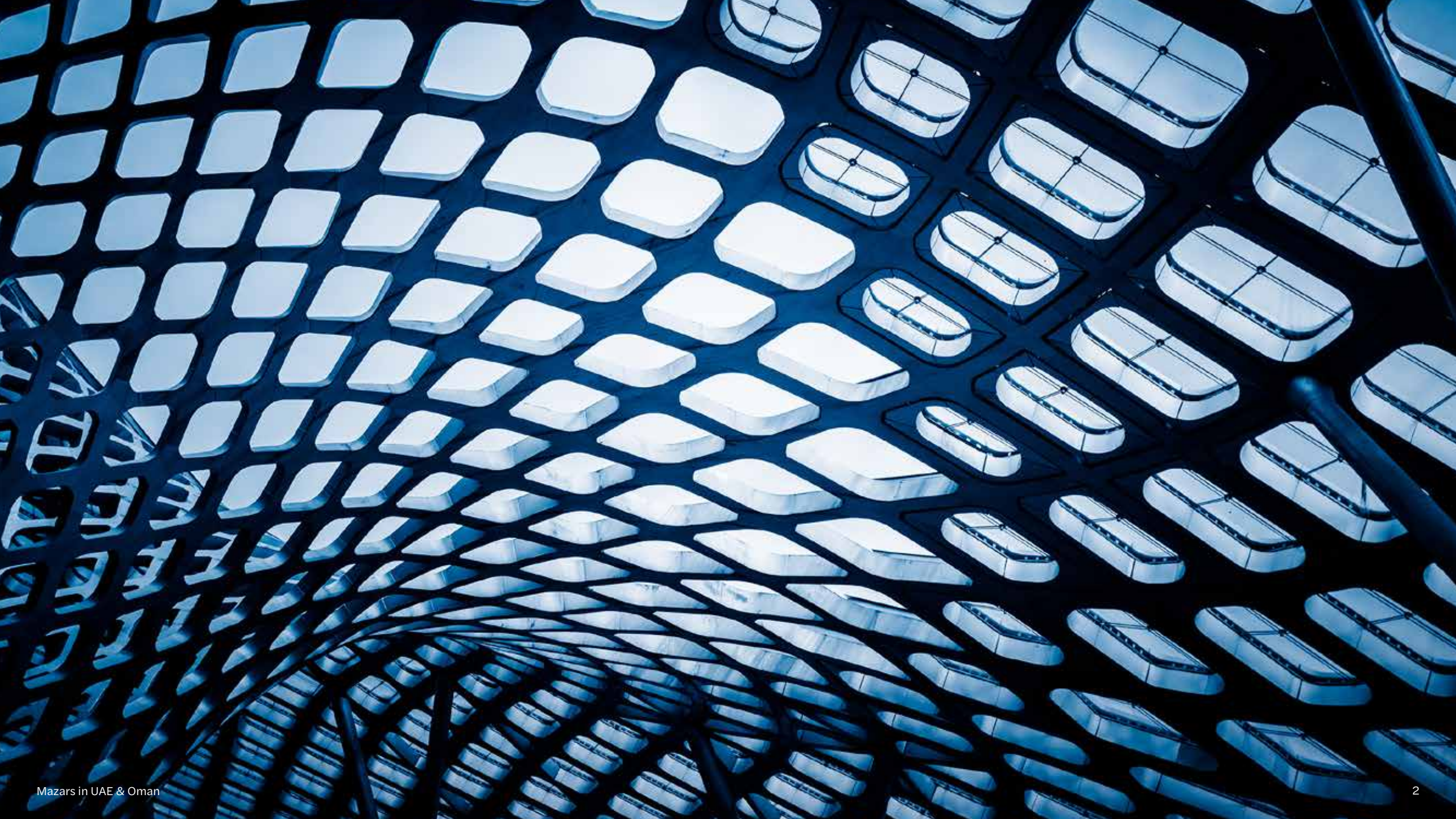


# Mazars in UAE & Oman

Corporate brochure

mazars







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Meet our team

“Myself, the partners and the team ensure that Mazars stands for strong values and technical expertise while continuing to exceed the expectations of the people and organizations that work with us.”

**Looking forward!**

**Mohammed Abuhijleh**  
CEO & Managing Partner





# Message from CEO & Managing Partner

## Mazars in UAE & Oman

**This past year was excellent for Mazars in UAE & Oman in terms of our business and financial performance.**

All our service lines progressed well as we won significant new business across large and international companies as well as privately owned business of all sizes.

Mazars in UAE & Oman remains, more than ever, committed to delivering high quality-services as we continue to grow our practice and professional team.

Our growth in Audit and Consulting reflects on our focus on services that are consistent with our core mission to serve the public interest and help our clients navigate a complex regulatory environment and mitigate the risks so that they can operate and grow with transparency and confidence.

At Mazars, we remain true to our commitment to accompanying our clients' development, helping them navigate the complex environments in which they operate and grow in a sustainable way.

Our strength resides in our balanced and multidisciplinary set of audit and advisory services, as well as in our uniquely integrated international partnership, which empowers us to act with agility and deliver a seamless experience to our clients, wherever they are in the world.

Our international sector communities bring together experts from around the globe, combining deep knowledge of specific sectors and understanding of local contexts and cultures with international perspective.





# Mazars at a glance

## About us

Mazars is a leading international audit, tax and advisory firm, aspiring to build the economic foundations of a fair and prosperous world. Operating as a united partnership, Mazars works as one integrated team, leveraging expertise, scale and cultural understanding to deliver exceptional and tailored services in audit and accounting, as well as tax, financial advisory, consulting and legal services\*. Founded in Europe, Mazars is present in over 95 countries and territories, with 47,000 professionals dedicated to helping clients make the most of business opportunities and operate with confidence.



# Mazars at a glance

## Key facts and figures

Operating as a united partnership, Mazars works as one integrated team across borders, leveraging expertise, scale and cultural understanding to deliver exceptional and tailored services in audit and accounting, as well as tax, financial advisory, consulting, sustainability and legal\* services.

95+

countries and territories

47,000+

professionals

300+

offices

1,200+

partners

1

global partnership

\*Where permitted under applicable country laws.  
Figures as of 1 January 2023 unless otherwise stated.

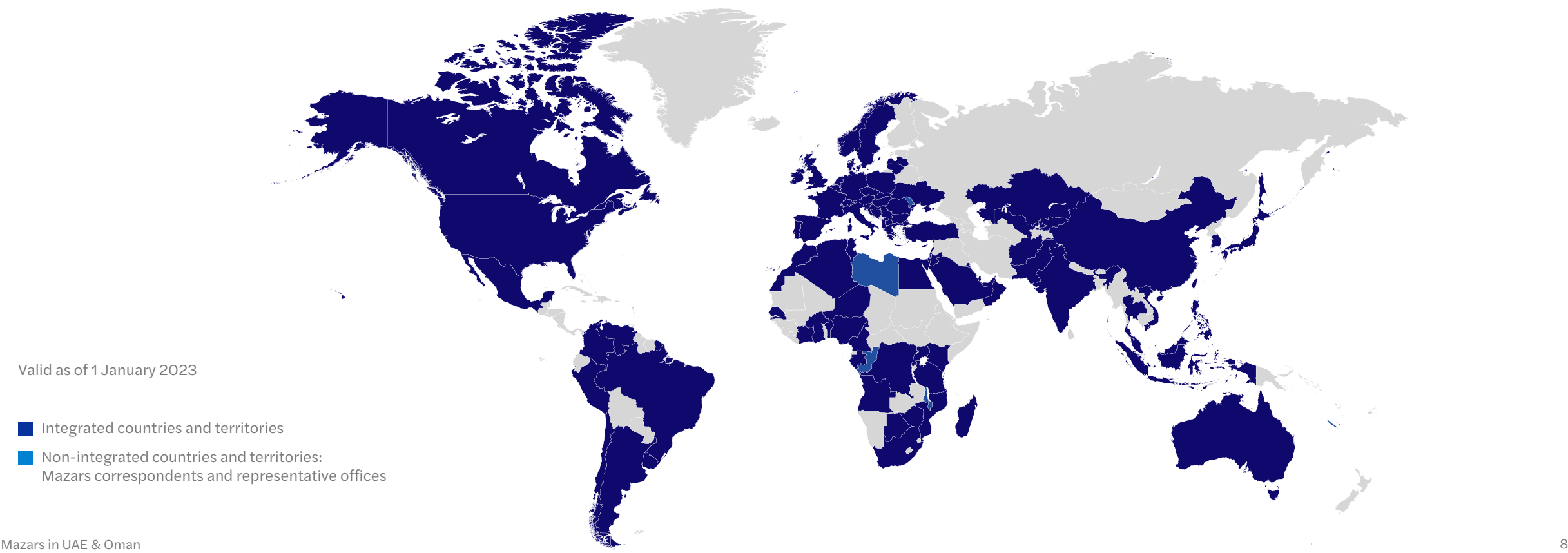




# Mazars at a glance

## International scale with local understanding

Operating in over 95 countries and territories around the world, we draw on the expertise of over 47,000 professionals – over 30,000 in the Mazars integrated partnership and 17,000 via the Mazars North America Alliance – to serve businesses of all sizes, from privately owned businesses and private individuals to large and listed companies, public bodies and NGOs, across borders and industries.





# Mazars at a glance

## An approach, that sets us apart

We are uniquely placed to fulfil our promise thanks to ability to combine:



### Empowered expertise

Professionals empowered to do the right thing for our clients



### Seamless integration

One team delivering a rewarding experience and consistent quality



### Balanced perspective

Thoughtful counsel that blends local and global perspectives



### Social conscience

A mindset that gives clients, investors, markets, regulators and the public confidence that we do what is right



Think independently,  
shape the future



# Mazars at a glance

## One connected team worldwide

We serve clients in a variety of industries, with a deep understanding of sector-specific environments, issues, and trends.

### One, integrated team

We operate as one, integrated team; with each other, with our clients, and with our stakeholders.

### Connected partnership

We operate around the world as a single, united and connected partnership with aligned interests, consistent delivery models, and standards.

### Agility and empathy

Our teams are characterised by an agility and empathy that is uniquely Mazars.

### Consistent quality

We collaborate seamlessly across our sectors, services and geographies, to deliver consistent quality to our largest and smallest clients.



# Mazars at a glance

## Building trust - quality, integrity and independence

We maintain the highest quality standards, ensuring our clients, investors, markets and regulators have confidence in us to do what is right.

### Dedicated quality & risk management board

The Board monitors the quality of all Mazars' services and supervises the full implementation of accounting, tax, financial, advisory and auditing standards.

### Global code of conduct

A practical guide to help our people make the right decisions in line with our values. Our code of conduct is mandatory and we have designed global compulsory training for all our people.

### Rigorous acceptance procedures

We have built a global tool for independence checks, which works as a one-stop shop for managing all our new business opportunities. We know that rigorous acceptance procedures contribute to trust, transparency and equitable growth.

### We are accountable

Our clients' opinions matter to us. Our global client feedback programme ensures we are continuously listening to the views of our clients and working to improve our services.



# Mazars at a glance

## Sustainability, our commitment



Mazars is an active signatory of the UN Global Compact

We have a clearly defined sustainability strategy linked to the UN SDGs and built around 5 pillars:

Example initiatives

### Integrity

- Global code of conduct and universal training
- Mandatory use of WeCheck, our conflict checking tool
- Dedicated Quality & Risk Management Board
- 1/3 of countries subject to internal quality control each year

### Services

- Global Covid-19 resource center, including free tax and legal tracker tool
- Sustainability offerings that support clients on anti-bribery & corruption, governance, equality & diversity, human rights, health & safety, and climate change
- Global and country-specific annual sustainability reports

### People

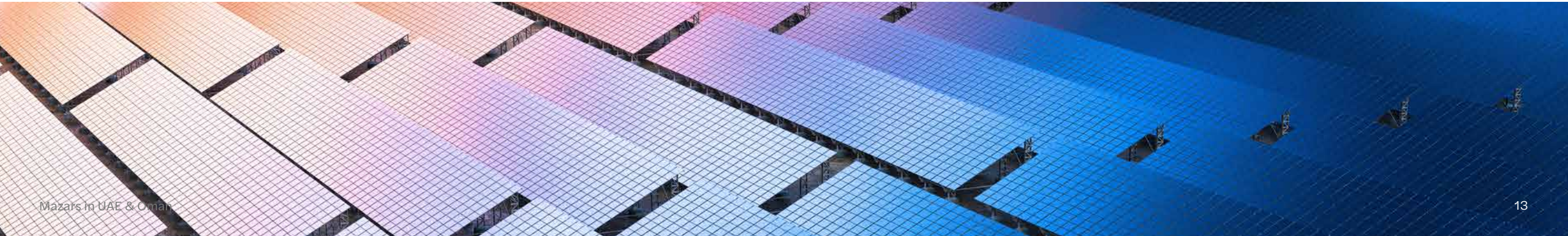
- Mazars University has top accreditation from the European Foundation for Management Development
- 92% of all staff participated in a training course in 2018/19 (MazarsU and LinkedIn Learning)
- 53% female staff; country-specific diversity targets across the firm (e.g. UK 50% female senior managers by 2023)

### Environment

- Partnership with Official Monetary and Financial Institutions Forum (OMFIF) to publish research financial regulatory evolutions aimed at tackling climate change
- Individual country policies to reduce environmental impacts (e.g. around reducing paper, energy consumption and e-waste)

### Community

- Regular pro bono services (e.g. with Les Déterminés, a not-for-profit supporting entrepreneurship in underprivileged districts)
- 20 hour allowance for each employee to spend on social initiatives in the Netherlands
- Launched the 2020 Gender Balance Index with OMFIF





An aerial photograph of a vast solar farm. The image shows numerous long, rectangular rows of blue solar panels stretching across a dry, brown landscape. The panels are arranged in a grid-like pattern, with some rows appearing closer and larger, while others recede into the distance. The perspective is from a high angle, looking down at the panels. The sky is not visible, as the panels fill most of the frame.

Act with integrity,  
accountability, and respect



# Experts you can trust

## Our integrated approach

**Mazars in UAE & Oman is maintaining significant presence since 1998 and can count on over 200+ professional experts offering high-quality solutions.**

Mazars in UAE & Oman is an international audit, tax, and advisory firm, maintains a significant presence in the United Arab Emirates (UAE) and Oman, offering a comprehensive range of professional services to a diverse clientele.

With a commitment to delivering high-quality solutions tailored to the unique needs of each client, Mazars has established itself as a trusted partner for businesses operating in these dynamic Gulf markets. Leveraging its global expertise and local insights.

Mazars in UAE and Oman provides expert guidance in areas such as financial auditing, tax consulting, business advisory, and risk management, contributing to the sustainable growth and success of organizations across various industries in the region.

### **A balanced offering:**

- Audit and assurance
- Risk advisory
- Accounting and outsourcing (AOS)
- Tax advisory and compliance
- Transaction services
- Financial advisory
- Technology and innovation
- Compliance and AML services
- Company formation and liquidations
- In-Country Value Certification (ICV)
- Economic Substance Review (ESR)



# Experts you can trust

## A balanced offering

1

### Audit and assurance

Financial audit  
Corporate reporting  
Independent assurance and reviews

2

### Financial advisory

Deals  
Crisis and disputes

3

### Sustainability

4

### Consulting

Corporate formation and liquidation  
In-Country Value program  
Management consulting  
Risk consulting  
Technology and digital consulting

5

### Outsourcing

Accounting and reporting  
Payroll services  
Secondment services

6

### Privately owned business service

7

### Legal

8

### Tax

International tax  
VAT and indirect tax  
Transfer pricing  
National and domestic tax  
Tax compliance  
Tax dispute resolution  
Global tax credits and incentives  
Corporate structures



# Our offering

## Audit and assurance

Independence and rigour that provides confidence and transparency for stakeholders and society.

### Our approach

We offer a distinctive, human-centric approach that goes beyond compliance, with an integrated structure that allows us to work seamlessly as one team.

We serve regional, national and international companies of all sizes and structures by combining the right people with the right skills for every engagement, leveraging our collective knowledge and using consistent tools and methodologies.

It is this robust approach that ensures a Mazars audit delivers full benefits both to a company, its shareholders and other stakeholders. It also ensures maximum benefit for society, contributing to the development of sustainable businesses and economies.

### How we can help

- **Financial audit**  
Enhancing management oversight and strengthening stakeholder relationships
- **Corporate reporting**  
Telling your story effectively and transparently to all your stakeholders
- **Independent assurance & reviews**  
Confident decision-making fuelled by reliable information and processes
- **Training services**  
Tailored technical training for your specific needs



# Our offering

## Consulting

Transforming organisations by aligning people, processes and technology.

### Our approach

At Mazars, we help leaders across the business - from top management to finance, risk, IT and HR - to achieve alignment and deliver peak performance through collaboration, thoughtful advice and up to date technical and digital expertise.

We believe people are at the centre of successful change. As such, we combine our technical expertise, agility and the latest technology with a deep understanding of your needs, context and culture to co-create answers that drive the results you are looking for.

Our expert consultants work as one, integrated, international team. Combining our global expertise with deep local understanding, we can support you successfully from strategy to implementation in every market you operate in.

### How we can help

- **Management consulting**  
Achieving outstanding results for your business
- **Risk consulting**  
Tailored solutions for assurance and value creation in a changing world
- **Technology and digital consulting**  
Amplifying your business with innovative solutions
- **In-Country Value (ICV) program**  
Collaborates to ensure the successful implementation and continuous improvement
- **Corporate formation and liquidation**



# Our offering

## Financial advisory

Support for the critical moments that define the success of your business.

### Our approach

We understand every event is unique. The context, circumstances and people are different every time, and we believe we deliver the best service when we combine our technical expertise with a deep understanding of you and your situation.

The scope of our services is broad and varied, but our approach is always the same:

- We are relentlessly focused on helping you maximise value and achieve your objectives
- We take the time to understand your organisation to ensure a personal, pragmatic and productive approach
- We provide practical advice to help you make key business decisions with clarity and confidence

### How we can help

- **Deals**  
Expert advice throughout the life cycle of the deal
- **Financing**  
Secure the financing you need to achieve your goals
- **Crisis & disputes**  
Expert support through your most challenging times





# Our offering

## Outsourcing

An outsourcing partner that helps you play to your strengths.

### Our approach

For companies looking at opportunities in new geographic markets, outsourcing to Mazars is a low-risk way to grow your business. It keeps your financial exposure to a minimum and enables you to draw on the specific skills and expertise you need, when you need them.

Our suite of tools and solutions will help you monitor and control your outsourced activities, wherever in the world you operate.

Mazars has a strong track record in helping businesses internationalise. Our outsourcing services are flexible and scalable, enabling you to react quickly to changes in your business or market.

### How we can help

- **Accounting & reporting**  
Qualified specialists and integrated support to your accounting and finance team
- **Corporate secretarial**  
Easing the burden on your business so you can focus on your core
- **HR and payroll**  
Reliable, scalable and integrated solutions that reduce cost and improve efficiency
- **Secondment services**  
Professional support for your internal teams when you need it most
- **Tax compliance**  
Efficient handling of a growing workload



# Our offering

## Technology and innovation

Amplify your business with innovative solutions.

### Our approach

We take a flexible, tailored approach that recognizes every organization is different. We combine in-depth technical knowledge, a personal approach and our sector expertise to create innovative answers and solutions that are right for each client.

All our technology and digital consulting is delivered with people-centric, partnership approach that is at the heart of all our services. We recognize some companies need instant and intense assistance, others may require a sustained, long-term collaboration as they explore and implement multi-year projects.

Wherever you are in your digital transformation journey, we are here to help.

### How we can help

- **Business intelligence and data analytics**  
Unlock new insights and drive intelligent decisions
- **Data management services**  
Capture, Integrate, Store, Govern, Report on data effectively and efficiently
- **Process automation and digitalization**  
Optimize operations and enhance the bottom line
- **Business application implementations**  
Adopt leading global solutions to run your business
- **IT Audit services**  
Control and minimize risk by adopting industry best practices



# Our offering

## Tax

Transforming organisations by aligning people, processes and technology.

### Our approach

We work with you to provide tax solutions that help you achieve your strategic objectives. By acting as one agile, integrated and collaborative team, across sectors, services and geographies, our clients benefit from both our local roots and the global perspective that comes from being part of an international firm.

Our professionals have deep experience in all areas of tax, providing businesses at all stages of their life cycle with specialist advice, ranging from corporate and employment tax, to transfer pricing and corporate structuring, to national and international transactions, to ensuring tax compliance when setting up new operations overseas.

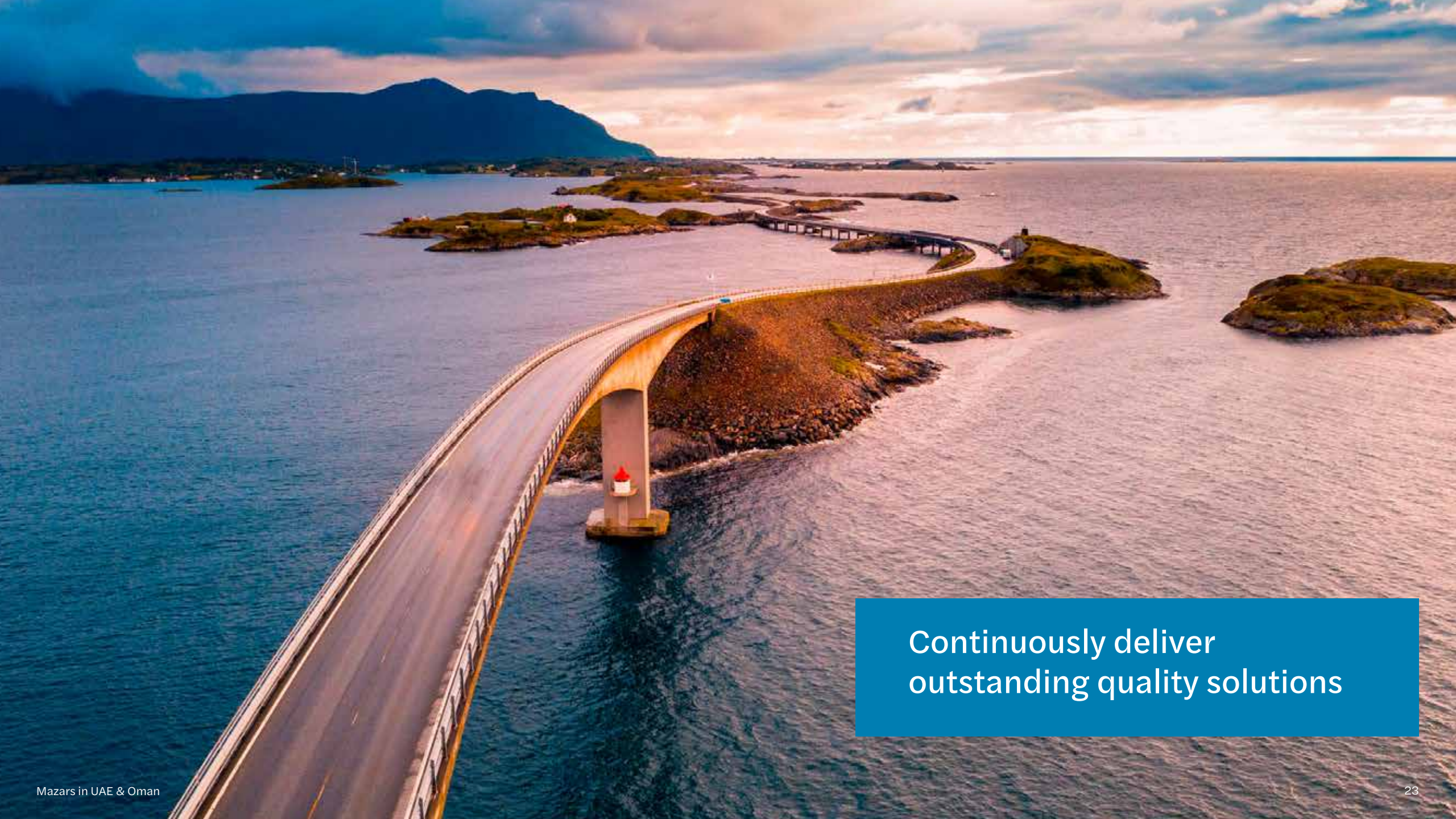
We pride ourselves on our strong client relationships. As your partner, we take the time to understand your needs, and tailor our services accordingly.

### How we can help

- Global mobility and employment tax
- Global tax credits and incentives
- International tax
- M&A tax
- VAT and indirect tax
- Transfer pricing
- Tax dispute resolution
- Tax compliance
- Private client tax
- Corporate structures
- National & domestic tax







Continuously deliver  
outstanding quality solutions

# Mazars in UAE & Oman

## Meet our team



**Mohammed Abuhijleh**  
CEO & Managing Partner

Board Member - Middle East  
Signing Partner - Audit and assurance services



**Samir Bitar**  
Chairman of the Board - Middle East

Signing Partner - Audit and assurance services



**Jaffer Rupawala**  
Lead Partner - ICV Department

Signing Partner - Audit and assurance services



**Sabine Sleiman**  
Partner - Tax advisory services





**Siham Teftal**

Partner - Audit and assurance



**Amir Abd El Hamid**

Signing Partner - Audit and assurance



**Hesham Tohami**

Partner - Risk and management consulting



**Huzefa Hussain**

Partner - Accounting and outsourcing



**Zaman Bukhari**

Partner - Financial advisory



**Azzam Ani**

Partner - Technology and innovation



**Flicia Tuyi**

Compliance and AML



**Sahar Saleh**

Corporate formation and liquidation



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## **Abu Dhabi Global Market (ADGM), Abu Dhabi**

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Mazars is an internationally integrated partnership, specialising in audit, accountancy, advisory, tax and legal services\*. Operating in over 95 countries and territories around the world, we draw on the expertise of more than 47,000 professionals – 30,000+ in Mazars' integrated partnership and 17,000+ via the Mazars North America Alliance – to assist clients of all sizes at every stage in their development.

\*Where permitted under applicable country laws

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