



Q 4 2025

Our quarterly wrap-up!

The past few months have been all about growth. We have welcomed several new team members across our global offices to widen our footprint and support more businesses as they venture to new markets. This quarter, we strengthened our presence in key regions, continuously working with ambitious companies ready to scale and helping them move forward with clarity and support.

With 2026 on the horizon, we are excited to build on this momentum. We will continue deepening strategic partnerships, expanding our reach and sharing practical insights that help Founders build successful operations across international borders.

If you are viewing this on mobile, you can also read this newsletter on our website [here](#).

Out & about.

DIGITAL IRISH

In October, our Partner Sims Tullos attended **Digital Irish Tech Week** in New York, a fantastic event that brought together Irish tech companies, Founders and industry leaders. The event showcased a mix of established businesses and fast-growing startups, all focused on opportunities in the US market.

The conversations throughout the week reinforced just how important the US continues to be for Irish innovation, and how valuable it is to have a community that supports and learns from one another. For us at Amesto Global, being part of these discussions strengthens our commitment to helping companies scale with confidence as they expand internationally.

A big thank you to the Digital Irish team for creating such an engaging and collaborative space. We look forward to continuing these connections and supporting ambitious Irish companies in 2026 and beyond.

**DIGITAL
IRISH**



OUR TEAM

In October, Migle from our Barcelona office visited our US team from Spain for a productive week of knowledge-sharing and collaboration (and made the most of the opportunity to explore!).

We are also delighted to welcome four new team members: **Jennifer Parisi** (Manager – EMEA/USA Statutory Compliance) in Barcelona, **Louise O'Connor** (Internal Finance Accountant) and **Louise Murray** (Sales Order Processing & Accounts Payable Specialist) in Limerick and **Elizabeth Davis** (US Administrative Assistant & Payroll Associate) in the US. We are excited to have them on board and look forward to working together in the months ahead!

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Interested in expanding to Spain?

Some key market entry tips.

Expanding into Spain can be an exciting opportunity, but success requires understanding the local market, legal requirements and operational nuances. Here are a couple of tips to help Founders navigate their Spanish market entry smoothly.

Do: Complete All Operational & Legal Steps Before Launch

Setting up a business in Spain requires registration with local authorities, obtaining a tax ID (NIF) and securing all necessary certifications. Businesses must also set up a Digital Certificate for secure transactions, open a company bank account and register with Social Security to operate legally. Choosing the right entity type (S.L. or S.A.) and location, while considering regional rules, costs, market access and government support, will set your business up for a smooth and compliant launch.

Don't: Assume Local Practices Mirror Your Home Market

Spain has specific employment and benefits rules. Statutory benefits are mandatory and provided through Social Security, while enhanced benefits can be offered flexibly. Assuming your home-country practices will work or skipping these requirements can lead to compliance issues and employee dissatisfaction. Take the time to understand local rules and adapt your policies accordingly.

Want to learn more about what it's like doing business in Spain? Read more [here](#).

BEHIND THE SCENES

How our CSD team delivers across borders.

We sat down with Silke Hodes, Kate Nicholas, Shona Considine and Caitlin Teran, who lead our delivery teams across Limerick, Barcelona and New York, to learn more about what makes their work unique, how they collaborate across countries and how automation is reshaping the client experience.



Silke Hodes

The CSD team bridges client needs with expert solutions, adapting quickly to new challenges and supporting one another to deliver positive outcomes.

For **Silke Hodes**, *Associate Director – Accounting* in our Barcelona office, it's the teamwork that stands out: "What makes this role unique is being part of a truly team-oriented environment, where knowledge is shared openly and everyone contributes to delivering the best outcomes. It's a team effort, always."

That sense of collaboration is matched by the variety of work the team experiences. As **Kate Nicholas**, *Director – Client Services* in our Limerick office, puts it: "It's the diversity of people, perspectives, and projects. Every day brings something new, and I get to work with talented colleagues across borders, all focused on exceptional client outcomes."

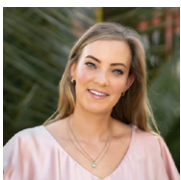
For **Caitlin Teran**, *Associate Director – Accounting* in our New York City office, it's the global nature of the work that makes it so rewarding: "What excites me most is the global collaboration. I can

be working with colleagues in Barcelona at the start of the day, aligning with our Limerick team by mid-morning and supporting clients in the US in the afternoon. That international scope keeps the work dynamic and meaningful."

Today, the CSD team supports over 180 clients in nearly 20 jurisdictions, ranging from fast-growing tech start-ups to well-established global enterprises. Collaboration stretches across our offices in Limerick, Barcelona and New York, serving clients in the UK, EMEA, the US and APAC.

Shona Considine, *Associate Director – Accounting* in our Limerick office, sums it up perfectly: "Cross-border service delivery at Amesto Global means working seamlessly across jurisdictions, time zones, and regulatory environments to provide clients with a unified, consistent experience—no matter where they operate. We're not just processing numbers, we're building relationships with clients across borders, helping them with clarity and confidence."

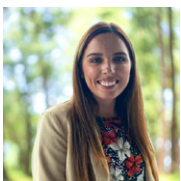
Continue reading [here](#).



Kate Nicholas



Caitlin Teran



Shona Considine

Helping a fast-growing Norwegian company scale efficiently with Amesto.

Streamlining global finance for a PE-backed SaaS company.

A fast-growing Norwegian SaaS company had reached a turning point. With finance operations stretched across six countries, multiple systems and numerous local providers, they needed more than a replacement for their outdated accounting system. They needed a unified, scalable model for growth.

That's where Amesto stepped in. Operating as a single brand and team, **Amesto AccountHouse** leads delivery in the Nordics, while **Amesto Global** supports all other markets. Together, under the Amesto umbrella, we provide seamless cross-border finance, payroll, compliance and business solutions, ensuring clients experience an integrated model for growth, no matter the location.

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Following rapid expansion, the client was facing a fragmented finance function with inconsistent processes, duplicated effort and limited visibility. By combining Amesto AccountHouse's deep Nordic expertise with Amesto Global's international experience across the UK, US and Germany, we built a coordinated, end-to-end approach. The client gained one point-of-contact in each region, a joint delivery team and the confidence that their operations were aligned and supported across every jurisdiction.

This unified model brought structure and clarity to a complex setup. Together, we redesigned their global finance function by mapping existing workflows, identifying bottlenecks and rolling out a cross-border framework that removed complexity without disrupting day-to-day operations. Central to that transformation was implementing Xledger as the ERP across all key markets and aligning processes and statutory requirements, ensuring accuracy and compliance everywhere the business operates.

The result is a single, integrated operating rhythm that replaces country-by-country operations with a clear operating approach with standardized processes, coordinated delivery and reduced administrative burden. With Amesto AccountHouse and Amesto Global delivering as One Amesto, the company now has a scalable finance function that supports growth, enabling smooth acquisitions and new market entries.

Read full case study [here](#).



OUR TEAM

Merry & bright...



The holiday season is in full swing across our three offices! From festive dinners in Barcelona and New York to rugby games in Limerick, it's a wonderful way to wrap up the year and share the same spirit. Cheers to a joyful holiday season and an exciting year ahead!

[#workSomewhereAwesome](#)



DOING BUSINESS IN THE US

Scaling smart: lessons from Younium's global journey.

Earlier this year, we spotlighted Younium's journey from Stockholm to Amsterdam and Philadelphia, a great example of scaling smart.



This quarter, we're continuing the conversation: what does it really take for Nordic Founders to succeed internationally?

As Emelie Linheden, VP of Marketing at Younium, recaps, success comes from

focusing on repeatability rather than innovation, adapting to local nuances like payment models and buying cycles and building business hubs, not just new offices.

success comes from focusing on repeatability rather than innovation

Learn more about Younium's expansion journey and the principles that guided their growth in our recent Client Spotlight [here](#).

Interested in learning more? Reach out to globaloperations@amesto.com

