

# Grant Thornton

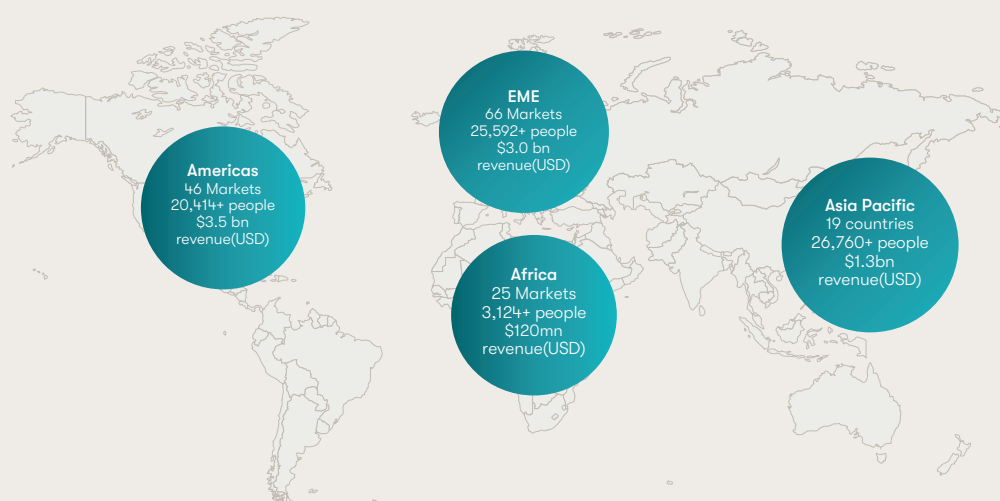
We are Grant Thornton

Going beyond business as usual, so you can too

# About Grant Thornton

We've got scale, combined with local market understanding. That means we're everywhere you are, as well as where you want to be.

We're a network of independent assurance, tax and advisory firms, made up of 76,000+ people in over 156 markets. And we're here to help dynamic organisations unlock their potential for growth. For more than 100 years, we have helped dynamic organisations realise their strategic ambitions. Whether you're looking to finance growth, manage risk and regulation, optimise your operations or realise stakeholder value, we can help you.



Teams in member firms worldwide work and train together, sharing industry experience, technical expertise, and a commitment to excellence. Whatever the geographic location, we apply the same insight, flexibility and relevant experience. We examine each transaction objectively and work to involve all parties to ensure you receive the highest quality advice, providing a truly distinctive client experience which is unmatched by our competitors. We offer a full range of services to help clients of all sizes address the challenges and opportunities of growth.



2021 Innovation Management Award for 'Best Innovation' by IdeaScale, a cloud-based software company that provides the platform for our global Innovation Exchange.



Top 50 global employer for diversity and inclusion (D&I) in 2019 by Universum



2020 EMCC Global Coaching Award winner by the European Mentoring & Coaching Council.

# Why Grant Thornton?

## We are committed to delivering consistently high quality

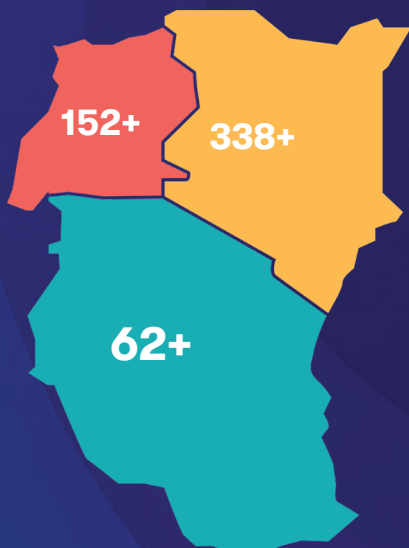
We are constantly using our technical expertise and technology innovations

## We value diverse perspectives.

We foster an open culture where the boldest ideas can flourish. We celebrate fresh thinking and combine deep industry expertise with newly uncovered insights.

## We don't predict the future. We help you shape it.

We match proactive insights to practical applications, helping you to create sustainable growth.



**552+**  
Staff



**26**  
Partners and directors



**4**  
Offices across East Africa

*“Clients choose us because we care deeply about them and create a relationship as their growth partners. We are part of their growth story.”*



**Mr Dipesh Shah**  
Managing partner

Many new entrants to the Africa emerging markets choose us as their preferred partners in helping them to unlock their potential for growth because we:

- set ourselves high standards
- deliver value to clients,
- are agile.

In our latest client satisfaction survey, our clients said they appreciated our friendly and personalized attention to them and the prompt, professional and reliable advice and support they receive from us.

# Our Values are **CLEARR**



**Mr. Kamal Shah,**  
Executive Chairman

“Leadership is about creating more leaders. It involves fostering a culture of collaboration, excellence, respect and agility. A true leader trusts and believes in their team, and is committed to their growth and development. Leadership requires hard work, vision, and the ability to inspire others to achieve their full potential.”

# The People Promise

We distinguish ourselves as a workplace that encourages disruptive thinking, attracts and retains the right kind of people to deliver an exceptional client experience.

We are keen on attracting enough of the right talent for our global organization. We actively seek out people who share our purpose and values, enjoy our collaborative culture and are energized to commit their time and effort to deliver our distinctive client experience.

Highly capable people look to their employer for opportunity, challenge and freedom to make choices about their work. As clients increasingly demand bespoke solutions, we need freethinking, self-motivated and self-leading people to create them.

We also need people who thrive in an environment of change and challenge, who feel empowered to deliver the level of disruptive thinking (creativity, imagination and insight) and innovation our clients need.

In return for their engagement, we give our people greater autonomy – the freedom and flexibility to do the right thing for our clients, in their own way. Around this, we make their work meaningful and recognise their achievements. We help them to build great relationships – internally and externally – and then challenge them to learn, develop and master deep skills and capabilities in their chosen specialisms.

This is how we deliver an exceptional people experience.



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Head of People & Culture

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### **Audit & assurance**

- Financial statement audits
- Grants audits
- Project audits
- Statutory audits
- Stock audits

### **Business risk services**

- Internal audit
- Governance and risk management
- Risk modelling services
- Operational advisory and improvement services

### **Transaction services**

- M&A advisory
- Capital markets
- Project financing
- Due diligence
- Feasibility studies
- Valuations
- Corporate finance advisory
- Debt structuring & advisory
- Infrastructure project advisory

### **Recovery and reorganisation**

- Corporate restructuring
- Recovery

### **Public sector**

- Public sector assurance and consulting

### **Dispute management**

- Expert dispute resolution and advisory
- Fraud and corruption solutions
- Forensic investigations
- Litigation support
- Asset tracing and verification

### **Business process solutions**

- Bookkeeping and financial accounting
- Management accounts and analytics
- Preparation of financial statements
- Business process outsourcing
- Monthly tax reporting
- Payroll processing and management
- Payroll review and compliance
- Grant management and financial reporting

### **Tax**

- Direct and indirect tax advisory
- International tax advisory
- M&A tax advisory
- Transfer pricing
- KRA audit support services
- Tax dispute resolutions
- Corporate and individual tax compliance
- Global mobility services
- Tax health checks
- Tax due diligence
- Tax training

### **Secretarial services**

- Establishing a presence in Kenya
- Incorporation of companies
- Business and trading licenses
- Corporate restructuring
- Statutory compliance
- Corporate governance services

### **Human resource solutions**

- Organisation design & transformation
- HR policies development and review
- Recruitment and background checks
- Employment contract development and review
- HR audit and due diligence
- Employee engagement and customer satisfaction survey
- Training and capacity building
- Immigration support
- HR legal compliance

### **IT advisory services**

- IT governance, risk & compliance advisory
- Cyber security audits
- Cyber governance advisory
- Data privacy advisory
- Digital forensics
- Identity of access management advisory
- Project management and digital transformation advisory
- Data and analytics
- Risk management for business resilience
- IT consulting

# The Client Promise

With 76,000+ people in over 156+ countries, we have true global scale, deep technical capabilities and extensive industry expertise. But this does not make us any different. It's how we work with you.

## We discover what's important to you and make it important to us

Our culture is built on a genuine interest in our clients – their challenges, growth ambitions and wider commercial context. You get the attention you deserve from approachable, senior professionals who ask the right questions, listen and provide real insight and a clear point of view.

### The bottom line

- A relationship-led approach with more time and attention from partners and senior advisers.
- A deeper understanding of your business for more meaningful advice and recommendations.

## Agile and responsive service

Our size and structure create advantages for you. We adopt a flatter structure, with shorter decision making chains, empowered teams and no complex chains of command. We have all the necessary processes and controls but they're streamlined and efficient. Our teams are more responsive.

### The bottom line

- A faster response when you need quick answers and clarity.
- Anticipating the answers you'll need before you ask.

## Pragmatic solutions to help you improve and grow

Our teams bring ideas to the table, going beyond the technical issues to recommend ways to make your business better. Whether your goals include expansion, improving operational efficiency or building investor confidence, we balance a desire to do what's best for you in the future with an experienced sense of what's going to help you now.

### The bottom line

- Helping you think ahead and think more broadly.
- Proactively identifying opportunities for improvement and growth.

## Collaborative teams with a different mindset

Our people are open, accessible and easy to work with. We work through the issues alongside you, always with an independent perspective and challenging where necessary. Our collaborative style also enables us to assemble teams across service lines, industries and geographies to tailor our capabilities for you.

### The bottom line

- Teams and solutions built around your needs not our structures.
- A better working relationship with you and your team.

# Our Global Reach

The work developed by the International Business Center (IBC) is based on the integration of multidisciplinary teams. This allows us to provide added value to our clients, by combining know-how and support in the international area with the experience and knowledge of the local market through audit, tax, advisory and outsourcing. Our Nairobi office shows its international businesses capability and experience being one of Grant Thornton's 40 IBCs worldwide.

Our international specialists can help you:



Explore new opportunities abroad



Support to your global operations



Develop international business plans



Support with local and foreign investments



Locate products and services to compete in the international market

**40 IBCs  
worldwide**

Access a world of resources,  
connections and expertise





# OUR SERVICES

To achieve their ambitions, thousands of dynamic organizations in every industry worldwide choose our Firm's audit, tax, advisory and outsourcing services.

# Audit

Leap is the Grant Thornton global assurance technology platform. This proprietary, cloud-based tool will deliver the best possible value to our clients, no matter where you are or what your business.

We have built Leap to keep quality at the centre of everything that we do. It does so through consistent, seamless operation across borders; efficient delivery of all audits; and deeper insights into client businesses. With a modernised global audit approach, we are committed to continuously enhancing the quality of our audits and making it easier for clients to do business with us.

The Leap platform delivers on our three-part vision to provide the very best client experience:



**30,000+**

Assurance professionals worldwide

## A high-quality audit

- Using Leap, our global network consistently and seamlessly executes our global audit methodology - no matter where you operate in the world.
- Our Leap platform means that you can rely on us to provide high-quality and secure audits using the latest methodology in response to the changing technological landscape and regulatory environment.
- Leap also makes it easier for us to continuously improve and monitor real-time the quality of our audits



**USD 3.5bn**

In global audit services revenue

## Smarter service delivery

- Using Leap, we can scale our service to fit your specific needs, performing large and complex audits efficiently and effectively, while also having the ability to scale down for smaller and less complex audits.
- Leap offers a seamless and consistent user experience, making it easier to do business with us across teams and borders.
- Leap gives us the ability to develop and integrate additional functionality and future innovations into the platform, allowing us to continuously enhance our service

## Enriched experiences

- By using the best technology, we reduce the administrative burden on your team and reduce time spent on non-value-added tasks.
- Leap enables better planning and execution of each engagement, enhancing your experience as a client.
- With Leap we offer you proactive and relevant insights, tailored to your business

## Financial statements audit

For stakeholders, providers, regulators and investors of your company, it is fundamental to have an independent professional opinion at a determined date with the aim of encouraging credibility of their financial statements.

An audit includes an adequate understanding of the internal control with the purpose of planning the audit and determine the nature, reach and extension of the services procedures.

## IFRS diagnosis & implementation

International Financial Reporting Standards (IFRS) not only help the transparency and uniformity of the financial information of multinational companies or public companies, its implementation can also give competitiveness to medium and small private companies with a desire for expansion.



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# Tax

We help our clients navigate through complex and dynamic tax environments helping them to manage their tax transparently and ethically.

The Grant Thornton tax team provides world-class advice to large multinationals, private companies and individuals.

## Our approach includes

- Helping clients to comply with transfer pricing rules, in a cost effective and efficient way, as legislation continues to develop
- Advising clients on clear and practical tax planning solutions to help manage tax exposure
- Helping clients proactively address the challenges of differing regulations so that international relocations meet very specific and complex tax rules
- Helping clients with strategic tax planning.

## Tax, legal & labour consulting

We provide you advice in tax, corporate and labour matters, including legal advice regarding the most adequate corporate structures for the investor and the daily needs in a company's management.

## Our services include

- Direct and indirect tax advisory
- International tax advisory
- M&A tax advisory
- Transfer pricing
- KRA audit support services
- Tax Dispute resolution
- Corporate and individual tax compliance
- Global mobility services
- Tax healthchecks
- Tax due diligence
- Tax training

## Tax compliance

Due to their special nature, these services are provided by professionals with great experience and are handled with discretion, professional ethics and confidentiality, complying with all regulations that are in force between the Tax Administration and taxpayers.

## Our services include

- Preventive and integral tax audits
- Monthly Tax reviews and return filing
- Annual Tax compliance - this focuses on corporate and individual tax compliance. This covers current and deferred tax computations, preparation and submission of annual returns and advising of taxes due as and when they fall due.
- Providing support in Refund of excess tax payments



9,000+

Tax professionals worldwide



USD 1.6bn

in global tax services revenue



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### Transfer pricing

We help our clients to comply with transfer pricing rules, in a cost effective and efficient way, as legislation continues to develop.

#### Our services include

- Optimization and planning of intragroup transactions
- Transfer pricing risk evaluation
- Supporting documentation and selection of transfer pricing method
- Price range study on specific operations
- Support in transfer pricing audits.



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# 93%

of the Forbes 100 are clients  
of Grant Thornton member  
firms

\* This statistic includes services provided to both the parent company and its subsidiaries globally



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# Advisory

## Protecting your future: protect the value that leads to growth, turning risk into a strategic advantage

We help to solve problems, manage risk and seize new opportunities by offering a range of services across operational, transactional and forensic advisory. Grant Thornton provides advice, free from conflicts of interest, to bring clear insights, practical solutions and a commitment to quality.

Our approach to offer the best quality service possible is guaranteed by:

- our range of services and capabilities
- clear communication
- industry and subject matter expertise
- global reach with local know-how.

### Transactional services

We can help you understand the value triggers behind successful transactions. Our collaborative focus has dynamic teams with a wide financial, trade and operative background.

Our services include

- Financing
- Mergers and acquisitions
- Due diligence
- Capital markets
- Valuations.

### Business risk services

Our risk management service allows companies to progress faster and efficiently towards growth. Risk management is a structured focus to manage uncertainty associated to a threat through a sequence of activities that include risk evaluation, development strategies to manage the risk and risk mitigation by means of managerial resources.

Our services include

- Enterprise Risk Management (ERM)
- Internal Audits Execution – Outsourced and
- Co-sourced
- Governance, Risk and Control

### Forensic Services

We combine our highly specialised forensic accounting and digital technology team to conduct investigations involving suspected fraud, bribery, corruption and money laundering, for a range of different entities. In addition, we provide fraud risk management services to help organisations understand their exposure to the risk of financial crime.

- Forensic investigations
- Digital Forensics and Cyber Security
- Fraud prevention services
- Fraud Risk Assessments



Nº. 5

ranked 5th globally for advisory revenues (accounting organisations)



USD 2.8bn

global advisory services revenues



47%

growth in advisory revenues over the last 5 years

# 72%

of the Fortune Global 500  
are clients of Grant Thornton  
member firms.

\* This statistic includes services provided to both the parent company and its subsidiaries globally

## Dispute and Litigation support:

Understanding the profound impact of financial decisions on legal outcomes, we adopt a holistic approach. We seamlessly integrate financial advisory and expert witness services into your legal strategy. Whether you seek support for transactions, assistance with dispute resolution, or expert testimony, our team delivers thorough and strategic solutions tailored to your legal success.

- Mediation support & advisory
- Assessment of claims / damages and its supporting basis
- Independent computation of compensation claim / valuation
- Representation as an expert witness

## Infrastructure Advisory

- Identification and drafting of concept notes on priority investment areas
- Prefeasibility studies
- Feasibility studies
- PPP Transaction Advisory

## Public Sector Consulting

Our Public Sector consulting division aims to work with governments and their development partners in tackling various challenges to effective and efficient public service delivery.

Our main solutions include:

- Public Finance Management (PFM)
- Public Sector Reforms (PSR)
- Programme management and implementation
- Project design and evaluation
- Public policy evaluation



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# Business Process Solutions

Transforming your future: improve your business performance by increasing productivity and turn your future today



100+

years of accounting experience

Businesses frequently decide to outsource in order to focus on their core competencies, while improving performance and lowering costs of their non-core activities. Saving time and money, outsourcing services can allow time to concentrate on what's really important for your business.

At Grant Thornton, our Business Process Solutions (BPS) specialists remove the burden of back-office operations and compliance challenges, freeing up dynamic organisations to focus on growth.



Prize

awards for Management Excellence

We also work with the very largest organisations to improve their finance function efficiency, reduce the costs associated with business processes and provide a complete solution to the challenge of complex, multinational reporting. This allows the in-house team to focus on strategy and add value.

## Our services include

- Bookkeeping and Financial Accounting
- Management Accounts and Analytics
- Preparation of financial statements
- Business Process Outsourcing
- Monthly Tax Reporting
- Payroll Processing and management
- Payroll Review and compliance
- Grant management and financial reporting



USD 438m

global outsourcing services revenues

## Accounting Outsourcing

At Grant Thornton, we guarantee confidentiality, trained and continuously evaluated staff, operating simultaneously, covering different locations in the country, and services designed to your needs.



95+

countries implementing social responsibility actions

## Benefits

- allows reduction and control of operational costs
- minimizes errors and provides stability to management
- free internal resources
- standardized and, therefore, eliminates duplicity of tasks
- optimizes processing time
- allows access to new technologies
- offers 100% support, privacy and confidentiality

# 80%

of the FTSE 100 are clients  
of Grant Thornton member  
firms.

\* This statistic includes services provided to both the parent company and its subsidiaries globally



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## Payroll Outsourcing

Grant Thornton's payroll service have been designed to offer you different outsourcing and payroll solutions that will help you create a more efficient business model.

## Business Process Outsourcing

Outsourcing your operations and specific business functions to Grant Thornton can not only cut costs, but also bring new insights and experience to your business. Our business processing and shared service consulting teams will take an in-depth look at your business, offer you a thorough assessment of your strengths and weaknesses and work with you to decide which areas of the organization could benefit from outsourcing.



**Lydia Mwangi**

Director

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We can provide support with the following:

- Accounting process and procedure transformation and design, as well as record-keeping;
- Feasibility studies of the selected processes with target operating model, business cases and transformation road map;
- Promoting quality, performance and service-orientated activities in the accounting function;
- Recording large numbers of business transactions in accounting books;
- Settlements in business transactions and cash flow reporting;
- Accounting and management reporting;
- Tax accounting and compliance (income tax, indirect tax and others);
- Payroll administration;
- IT process organization (workflow, scanning, archiving).



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# IT Advisory

As technology becomes more and more essential to business operations, the complexity and risks associated with IT processes also increase. We help businesses effectively manage these risks and foster secure growth within their IT environment.

## IT Audits

At Grant Thornton, we use risk-based approaches and procedures to report on IT controls, geared towards mitigating organizations IT risks. This service contains the execution of IT-related audit procedures (including IT-related procedures beyond ITGCs). The service includes, but is not limited to the following;

- Applications controls testing
- IT General Controls Testing
- Business Continuity/ Disaster Recovery testing
- Risk Awareness (Risk Register)
- Change Management

## Governance and Risk Management

Every business has four main questions that is incorporated within their goals that they strive to achieve;

1. Are we doing the right things?
2. Are we doing them the right way?
3. Are we getting them done well?
4. Are we getting the benefits?

At Grant Thornton, we help you answer all these questions and more by providing the following services but not limited to;

- Governance/ Governance Audits
  - Policies and procedures assessment
  - Compliance to laws and regulations
  - Adoption of frameworks/benchmarking
- Risk Management
  - Risk identification & monitoring practices
  - Cloud Governance
  - Data Governance
  - ERM

## Cybersecurity

The current cybersecurity issues faced by organizations are unprecedented attacks, cyber espionage, and data theft among many other issues.

At Grant Thornton, we understand how important your data is and the need for protecting your systems and networks, we assist our clients understand and prepare for any potential threats, respond to actual cyber incidents, and fix cyber incidents. This includes but is not limited to;

- Vulnerability Assessment
- Penetration testing
- Incident management
- SOC Assessment
- Data protection and privacy advisory including data privacy impact assessment

## Compliance Testing

Are you accepting credit cards? Would you like to be GDPR compliant? Do you have certified providers? Would you want to achieve and align your business with the industry's best standard in place? We assist our clients to achieve self-assessment readiness for the following certifications but are not limited to;

- GDPR
- PCI DSS
- ISO 27001
- COBIT

## Shared Services

- Forensic Audits
- Due Diligence

## Project Management & Related Assurance Services

Have you started an IT related project that has overrun on both time and budget constraints? We provide the following services but not limited to;

- Project management
- Software Requirements Specifications documentation
- Business process re-engineering
- Software Quality Assurance
- Training and Proof of Concept document

## IT Consulting

Our IT consulting services work with your organization across your whole life cycle.

We assess your needs, keep you updated on the dynamic IT landscape, and guide you to create effective strategies, plans, policies and procedures, plan for governance

## Data Privacy and Protection Advisory

Our Data Privacy and Protection Advisory Services look at your organisation measures focused on how privacy is managed within your organisation and how information systems are configured to enable compliance with local and global data privacy laws.

- Registration as processor / controller with ODPC, PDPO etc.
- Data Privacy compliance audits.
- Data Privacy compliance advisory



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# 77%

of the S&P Europe 350 are clients of Grant Thornton member firms.

\* This statistic includes services provided to both the parent company and its subsidiaries globally

# Human Resource Solutions

## Human Resource Solutions

Our Human Resource Solutions team helps organisations fine-tune their human capital for optimal performance. We support clients in all HR dimension areas underpinned by our deep expertise in talent management and organisation transformation.

## Recruitment and Selection

We deploy suitable techniques for attracting, assessing, selecting and placing qualified candidates to fill and on-board job vacancies.

## Organization Design

Organisation Structure Review involves understanding the strategic goals, reviewing the existing organization structure and conducting stakeholder sessions to understand internal processes.

We structure an organisational model that is tailor-made to achieve strategic intent and able to optimally enhance continuous improvement, flexibility and innovation. We help you build a structure that drives performance.

## Job Analysis

We gather and analyze information about jobs in your organization to create clear and updated job descriptions. These descriptions, aligned with the organization's structure, strategy, and processes, serve as references for recruitment, training, development, performance evaluation, and career planning.

## Job Evaluation

We help to determine the relative value of jobs guided by pre-identified and measurable compensable factors. The result is a clear grading structure to come up with job grades.

## Workload Analysis

We help to determine workload levels per job backed-up by measurable frequency, duration and cycle-times of duties associated with a role.

## Salary Survey and Structuring

We carry out salary surveys and structuring to help organizations determine the internal fairness and external competitiveness of their employee compensation. This informed decision-making ensures equal pay for work, boosting staff morale and promoting a positive work culture.

## Review of Performance Management Framework and Tools

Our team reviews core skills, competencies, and behaviors against which employees are evaluated. After reviewing performance management tools and cycles, trainings are conducted to support the implementation of a new system. Objective performance metrics and processes ensure fair appraisals and rewards, directly impacting the achievement of organizational objectives.

## Change Management

We implement initiatives and programs to enhance readiness and adoption of internal and external changes. Our offering supports clients throughout the change journey, ensuring readiness to embrace the impact of change on the organization.

## Culture Audit and Transformation

We help organizations align their culture with strategic objectives, values, and purpose. After auditing the current culture, we develop a roadmap for culture change and support the client throughout the transformation journey. An enabling culture is essential for achieving strategic plans, so we focus on promoting behaviors that drive the organization towards its strategic objectives.

### Training and Development Services

Our training approach involves conducting a needs analysis, delivering training on identified needs, and evaluating effectiveness post-training. Training and development initiatives can unlock staff potential, enhancing professional development and optimizing productivity.

### Immigration Support

We support expatriates in obtaining special passes, work permits and alien cards both for themselves and their dependents in a timely manner in line with the legal stipulations. We make the immigration process for you expatriates seamless and in line with the immigration laws.

### Human Resource Outsourcing

We take up and manage the HR department for you, so that you can focus on your core business. We do this either in full or some elements.

### Skills and Competency Assessment

Our team carries out Skills and competency assessments to evaluate employees' abilities to perform their jobs according to job descriptions and competency frameworks. These assessments identify skill gaps and provide recommendations for aligning talent management practices to ensure the right people are in the right jobs.

### Employee Engagement Surveys

We collect and analyse employee feedback along employee satisfaction and engagement dimensions by deploying structured questionnaires and surveys. Our employee engagement survey offering measures the level of engagement amongst employees which influences discretionary effort at work.

### Human Resource Audit and Review Human Resource Policies and Procedures

We provide an in-depth assessment of the HR practices through the lens of relevant legal provisions and market best practice. The end result of this process is reviewed HR policies and procedures addressing any gaps noted, helping organisations align with the labour laws and market best practice



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# #Growth

Grant Thornton and Devani - Devani and Company merged in January 2025 after which the merged firm continues to operate as Grant Thornton.

Devani - Devani and Company has operated in Kenya for over 33 years with a strong presence in Mombasa and Nairobi. They have been providing a full range of professional services to a portfolio of clients spread across all major sectors of the economy. The founding partners of Devani - Devani and Company, Sunil R Devani and Paraag R Devani bring with them a wealth of professional experience and will join Grant Thornton LLP as partners. They will continue to provide the same personalized services that clients have come to trust and value.

This merger marks a new chapter in the journey of Grant Thornton providing expanded expertise, resources and capabilities. The new firm will have more than 19 Partners / Directors and 350 employees with offices in Nairobi and Mombasa.

We are committed to understanding your unique needs and delivering customised solutions to help you achieve your goals.



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**Paraag Devani**

Partner

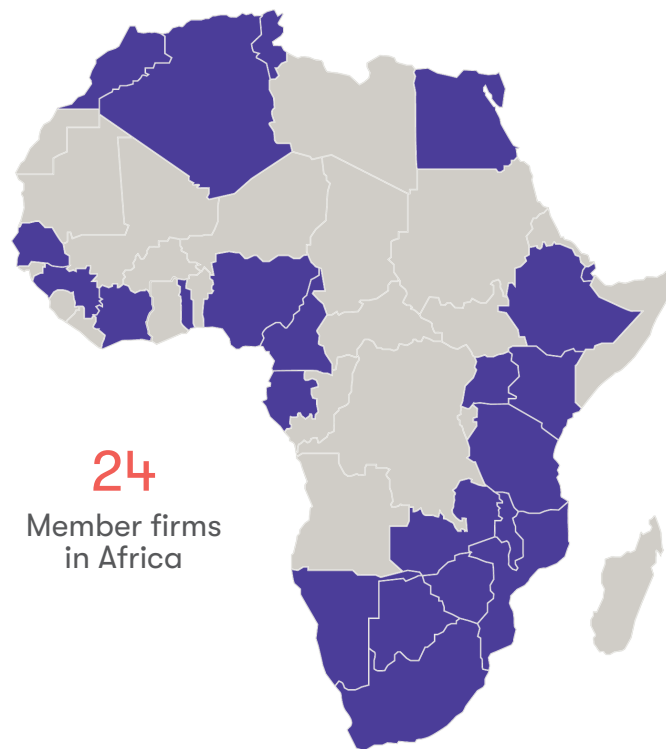
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