

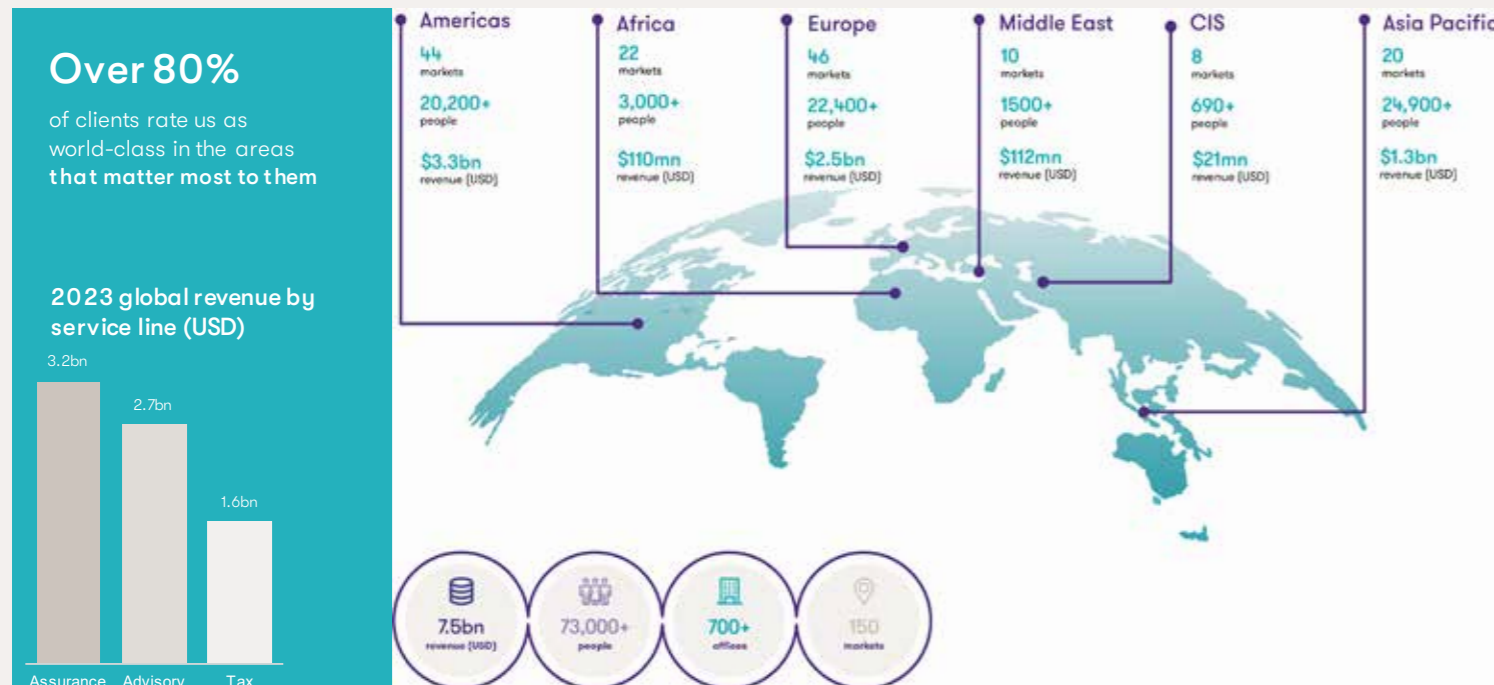
Grant Thornton

Get to know Grant Thornton

About Grant Thornton

We're a network of independent assurance, tax and advisory firms, made up of 73,000+ people in over 150+ countries. 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.



Beyond global scale, we embrace what makes each market unique.

Embedded in the business and wider communities in which they operate, Grant Thornton people adapt to your team, culture, language and business operating and regulatory context, wherever you are in the world.



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 value diverse perspectives.

Sometimes the path forward isn't clear until you change your point of view.

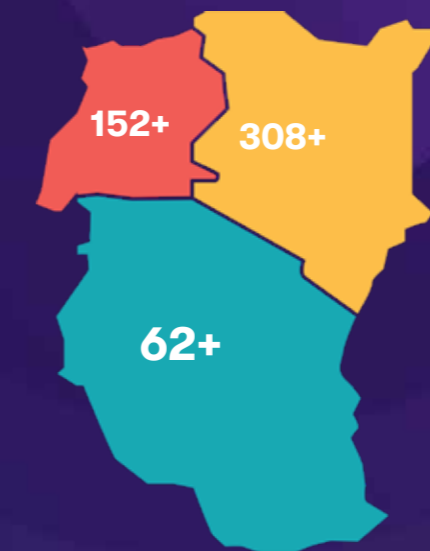
We foster an open culture where the boldest ideas can flourish. We celebrate fresh thinking and combine deep industry expertise with newly uncovered insights. So you have the whole picture and can make decisions with confidence.

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

A brighter tomorrow starts with a clear eye on the horizon and a compass to guide you which is why we match proactive insights to practical applications. Helping you to create sustainable growth no matter the road ahead.

We are committed to delivering consistently high quality

Every time you work with a member firm in the network, you will find the same rigorous approach, professional standards and commitment to excellence. We are constantly using our technical expertise and technology innovations to set the bar even higher. This means you can be confident in and trust our opinions. And so can your customers and investors.



We can provide services to clients in all jurisdictions in which they operate and you can expect the resources, skills and experience of a large, global firm, but with the accessibility and attention of a much smaller firm.



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 **CLEARRR**



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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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 73,000+ people in over 150+ 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.

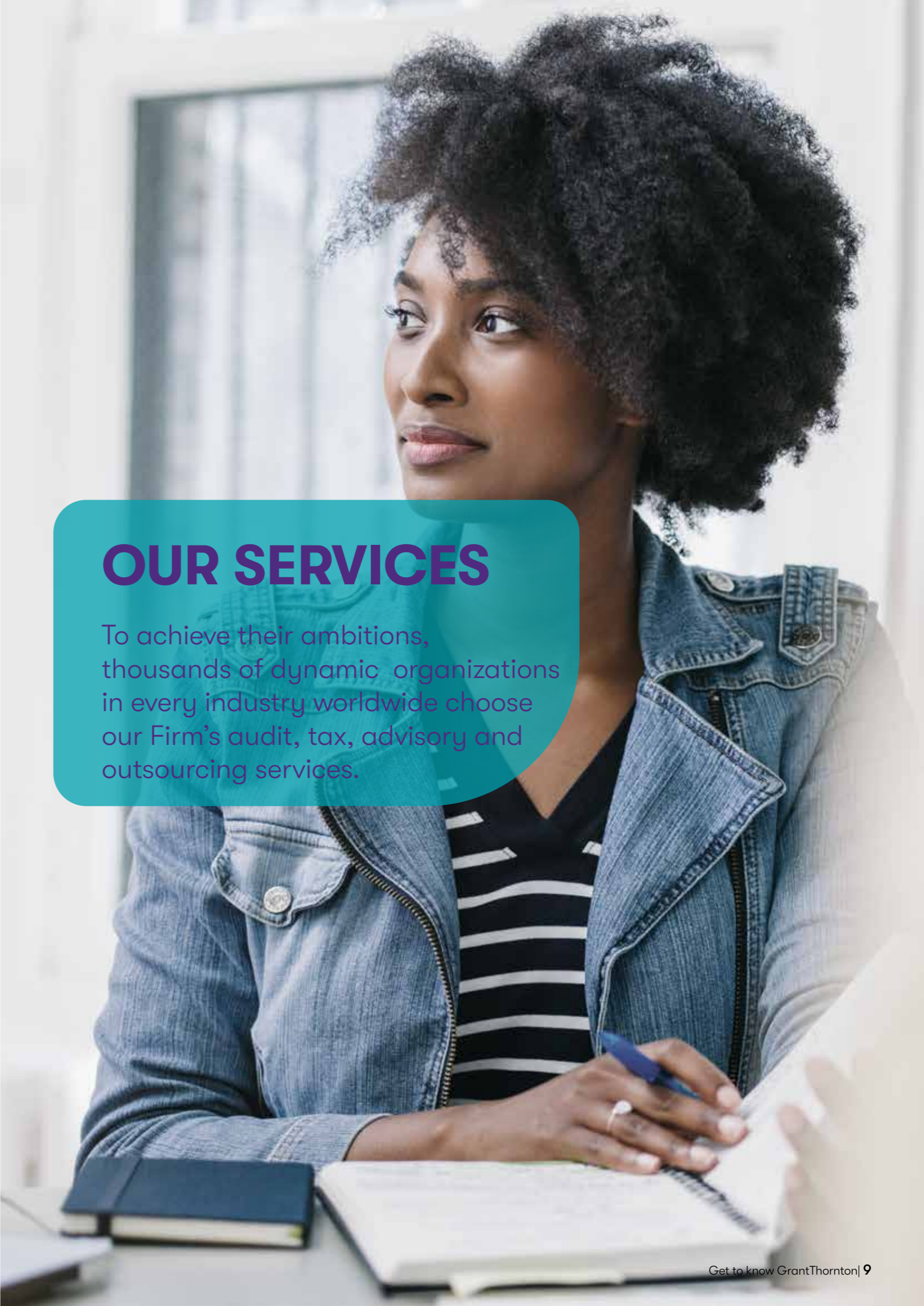
Our international specialists can help you:

-  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



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

We foster transparent audit processes and accurate reporting, through a blend of highly trained professionals and use of tailor-made technology, Leap.



30,000+
Assurance professionals worldwide

What makes us different?

- A proven track record of delivering robust audits, internationally and on time
- Depth of service capability
- A collective skills and experience of 30,000+ assurance employees globally
- A tailor made audit tool LEAP, used accross all the GT network
- Enhance efficiency and consistency by use of a standardised methodology using real- time Leap technology platform
- Compliance with the current regulations with the highest quality and under the Leap methodology

Why leap?

- The creation of industry-specific engagement audit programs which can be tailored for engagement-specific risks and client-specific situations or circumstances
- Being cloud based which significantly improves the ability to collaborate internally and externally
- The evaluation, testing and documentation of internal controls internally
- Direct linkage of identified risks to audit procedures
- Audit execution in a logical flow i.e. preliminary activities, risk assessment, responses to risks, concluding and reporting
- Enables compliance with all relevant auditing standards

Our approach includes

- Regular interaction and communication with the audit committee and your management team
- Quality audit team
- Comprehensive planning
- Use of innovative technologies like inflow, Idea and other AI tools
- Transparency throughout the process.



USD 3.2bn
In global audit services revenue

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.

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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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.

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.



N°. 5

ranked 5th globally for advisory revenues (accounting organisations)



USD 2.7bn

global advisory services revenues



47%

growth in advisory revenues over the last 5 years

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

71%

of the Fortune 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



Prize

awards for Management Excellence



USD 438m

global outsourcing services revenues



95+

countries implementing social responsibility actions

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.

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

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.

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

78%

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

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.

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



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75%

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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Social Responsibility



#GTInTheCommunity
 Unlocking the potential
 for growth in our
 local communities
Act - Commit - Share

Throughout the year, we carry out various activities in education e.g. school fees for secondary and tertiary education, school feeding programmes, mentorship, internships, hygiene products to support girls' education and training on regulatory compliance for Not-for-profit organizations (KRA and NGO Co-ordinations Board). Every year, Grant Thornton member firms all over the world come together in September to celebrate the social responsibility initiatives we carry out in our communities.

Our aim is to Act, Commit and Share. Serving our clients is always demanding, so we encourage our people to shape their contribution to fit their capacity.

We use the following approaches on our social responsibility day:



Act: Take action by volunteering our time or making a financial contribution toward a socially responsible cause



Commit: Make a commitment to take action in the future



Share: Take the time to share our success stories and commitments on social media

Mitaboni Vocational Training College, Mitaboni

In 2023, Grant Thornton in collaboration with Amara carried out extensive upgrades and improvements at the institution, at a cost of KShs 6.2 million. There was a need to improve the learning resources at the college as they were unable to provide their students with quality training due to a lack of tools and equipment.

Growing Together with our Communities (social responsibility) is an important pillar in our strategy. It is driven by a collaborative effort across our organization and with some of our clients.

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We help dynamic organizations to unlock their potential for growth. Get in touch to find out how.

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