



Grant Thornton

**Empowering quality solutions  
for a sustainable tomorrow**

They say that in business you can always expect the unexpected. Nowadays, companies have to fight not only against volatility, uncertainty, market disruption, changing market conditions but also against the coronavirus pandemic. In this ever-changing world, which requires alertness, proactiveness and adaptability, you deserve a dynamic, knowledgeable, experienced and trusted advisor.

Our client focus and quality of services is our uncompromising principle. Our clients' sustainability, progress and trust is our only concern and aspiration.

Having a wide range of experience in working with ambitious management teams and growing companies, we are passionate about leveraging our clients' strategic vision, people and capabilities, by delivering state-of-the-art services. It is our purpose to help them identify and exploit their opportunities in today's swiftly adapting market realities, by creating sustainable economic and social value.

In Grant Thornton, we develop long-term relationships with our clients, by providing holistic, one-stop-shop value-added services, with no geographical borders. Our main goal is to support your business development with audit, tax, outsourcing and advisory services, providing solutions to your challenges. As always, we share our industry and market expertise, and valuable insights wherever your operations are, with a reliable international network and five offices around Greece; let alone today, when we are all face the same risks and challenges due to the pandemic.

**Our greater reward is our proven clients' satisfaction, appreciation and respect.\***

**We are Grant Thornton.**

# What defines our unparalleled edge

**Global network with  
in-depth  
local knowledge**

**Deep knowledge of industries,  
market conditions  
and the economy**

**More than 2,200 clients**

**Experienced, knowledgeable  
and committed team of  
professionals**

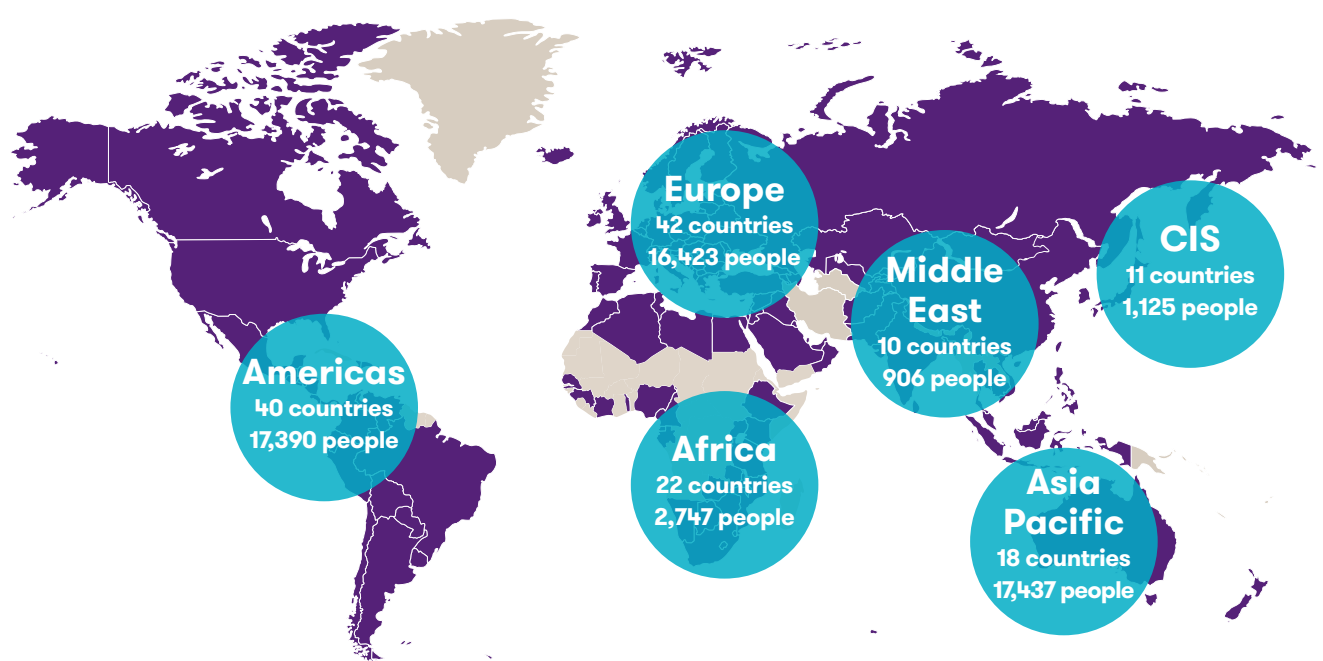
**Focus on client needs  
delivering value-added  
insights**

**Forging solid client  
relationships**

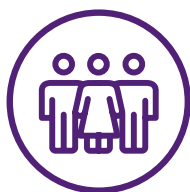
**“Global wings.  
Local roots.”**

# World class global capabilities

We're a network of independent assurance, tax and advisory firms, made up of 56,000+ people in over 140 countries. And we're here to make business more personal and build trust in to every result.



**USD 5.72bn**  
(2019 revenue)



**56,000+**  
people



**Over 80%**  
of clients rate us as world-class in the areas that matter most to them



**700+**  
offices



**140+**  
countries

# Our network and presence in Europe grows fast

In Europe, we are providing our services through a network of more than **16,000 people** in **42 countries**. High quality services in the region has helped the majority of our member-firms grow in double digits. International Business Centers (IBCs) in Europe operate as hubs for global communications, strategy and regionally focused business expertise.



## IBC European countries

- France
- Germany
- Greece**
- Ireland
- Italy
- Netherlands
- Spain
- Sweden
- United Kingdom



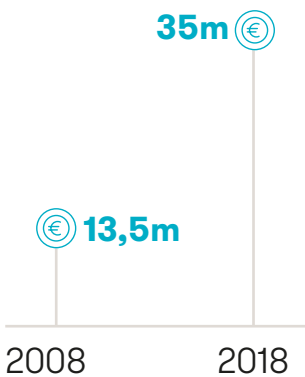
**7,7%**  
above average  
growth in Europe

# We are everywhere you are in Greece, and everywhere you want us to be

Grant Thornton in Greece is a leading provider of national audit, tax and advisory services. With **5 offices** in Greece and more than **700 people**, we apply strong technical guidance and breadth of expertise to ensure that clients receive a truly different experience.

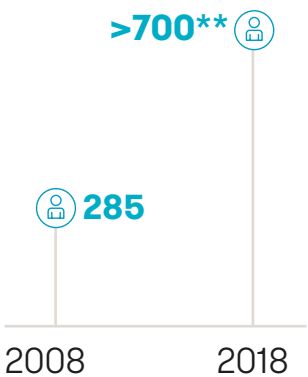


Revenue growth  
(FY 2008 – 2018)\*



\*Fiscal Year 1/7 – 30/6

Personnel growth  
(FY 2008 – 2018)\*



\*\*Estimated



**37**  
partners



**Over 145%**  
personnel growth  
(FY 2008 – 2018)\*



**35m**  
revenue in 2018  
fiscal year\*



**159%**  
increase in total  
turnover  
(FY 2008 – 2018)\*



**25**  
years track record



**5**  
offices in Greece

”

**Bringing today  
the next  
generation  
professional  
services.**

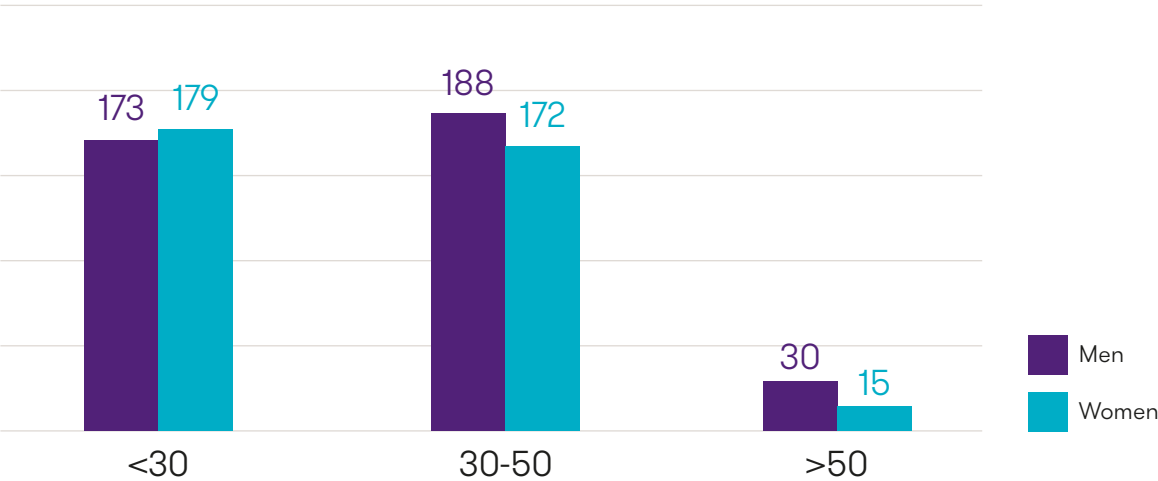
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# An experienced and knowledgeable team committed to drive you forward

In a changing global economy, we are the fastest growing and most dynamic brand in the accountancy market and our main goal is to constantly foster sustainability for our clients, by providing proactively quality services, meeting the needs and aspirations of our clients. Furthermore, we are constantly aiming at earning our clients' appreciation and trust.

**We combine experience and knowledge with fresh thinking and dynamism.**  
Age structure (2018-2019)



212

ACCA & ACA Members



85

certified Public Accountants



48%

of our employees are females



38%

of our leaders are females

# A dynamic team committed to drive you forward



**Vassilis Kazas**  
Managing Partner



**Nikolaos Karamouzis**  
Chairman



**Sotiris Constantinou**  
Chairman Grant Thornton  
Auditing



**George Deligiannis**  
Advisory Leader



**Themis Lianopoulos**  
Tax Advisory Leader



**Manolis Michailios**  
Assurance Leader



**Thimios Bouloutas**  
Financial Services & Private  
Equity Expert



**Sotiris Gioussios**  
Tax Advisory Leader



**George Pirlis**  
Outsourcing Services Expert



**Apostolos Papadopoulos**  
Government & Infrastructure  
Expert



**Nikos Ioannou**  
Assurance Services Expert



**Elpida Leonidou**  
Quality & Risk Leader



**Marilena Bouzoura**  
Restructuring Services Expert



**Manolis Diamantoulakis**  
Head of Crete Operations



**Athanasia Arabatzi**  
Assurance Expert



**Panagiotis Christopoulos**  
IBC & Public Sector Expert



**Dimitris Douvris**  
Transactions Services Expert



**Athina Moustaki**  
Financial Services Expert



**Vassilis Vlachos**  
Tax Advisory Expert



**Michalis Thomadakis**  
Energy Sector Expert



**Thanasis Xynas**  
Assurance Services & Shipping  
Sector Expert



**Dimitra Pagoni**  
Assurance Services  
& Technical Office Leader



**Nikos Garbis**  
Assurance Services Expert



**Liza Chatzicharalampous**  
Outsourcing Expert



**Konstantinos Kazas**  
Financial Services Expert



**Athanasia Gerasimopoulou**  
Financial Services Expert



**Dimitris Melas**  
Financial Services Expert



**Stella Angelopoulou**  
Technology Intelligence &  
Performance Expert



**Konstantinos Antonakakis**  
Assurance Services Expert



**Konstantinos Kanakarakis**  
Assurance Services Expert



**Christina Tsironi**  
Assurance Services  
& IFRS Expert



**Lina Kaza**  
Assurance Services  
& US GAAP Expert



**Panagiotis Noulas**  
Assurance Services Expert



**Nikos Mantzounis**  
Assurance Services Expert



**Alexandra Baltouka**  
Marketing & Client Experience  
Leader



**Katerina Koulouri**  
People Experience & Culture  
Leader

# Unnegotiable quality of the highest ethical and business standards

**Grant Thornton** has been certified for the **Quality Management System** with the new **BS EN ISO 9001: 2015** standard in the field of Audit, Tax and Advisory Services that validates the high quality of our services and the **ISO / IEC 27001: 2013** for the “Information Security Management System” it uses.



Two dedicated CPAs with relevant experience in ensuring compliance with professional standards and regulatory requirements for over 16 years.

Advanced ERP system functionality used to centrally control & manage assurance and advisory engagements

Audit Quality Indicators are used to measure quality performance

Strong corporate governance structure (incorporating risk & independence processes)

Emphasis in Ethics, Independence, professional behavior & high quality of work



“

**Everything in  
business starts  
with value  
creation.**

**Value creation  
starts with  
listening. How  
can we help?**

”

# Our client focus and commitment is beyond numbers

**No 1**

fastest growing  
professional  
services firm

**No 1**

in listed entities

More than  
**2.200**

clients served  
during the past  
4 years

Deep knowledge  
& expertise in  
Financial Services,  
Energy and Public  
Sector

**75%**

NPS – Net  
Promoter Score

**Over  
50**

Multinational  
clients

**11%**

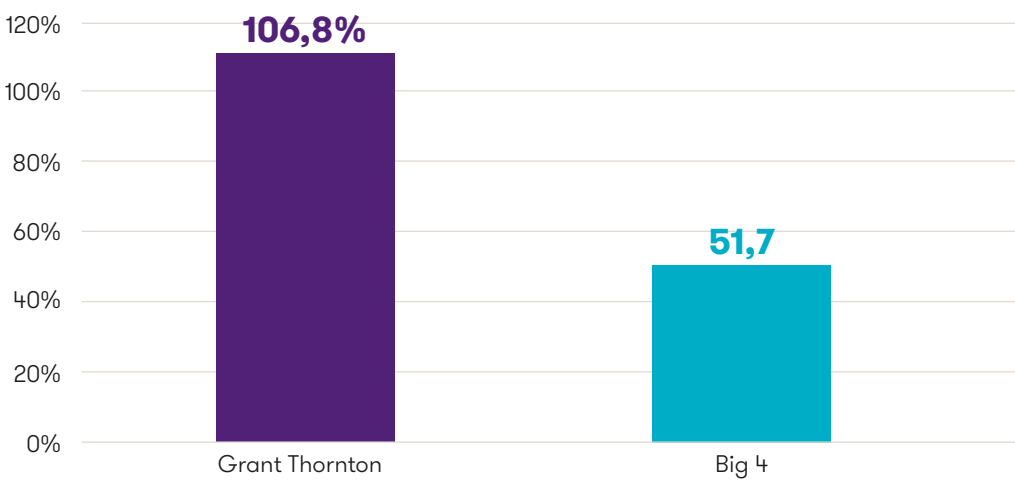
market share



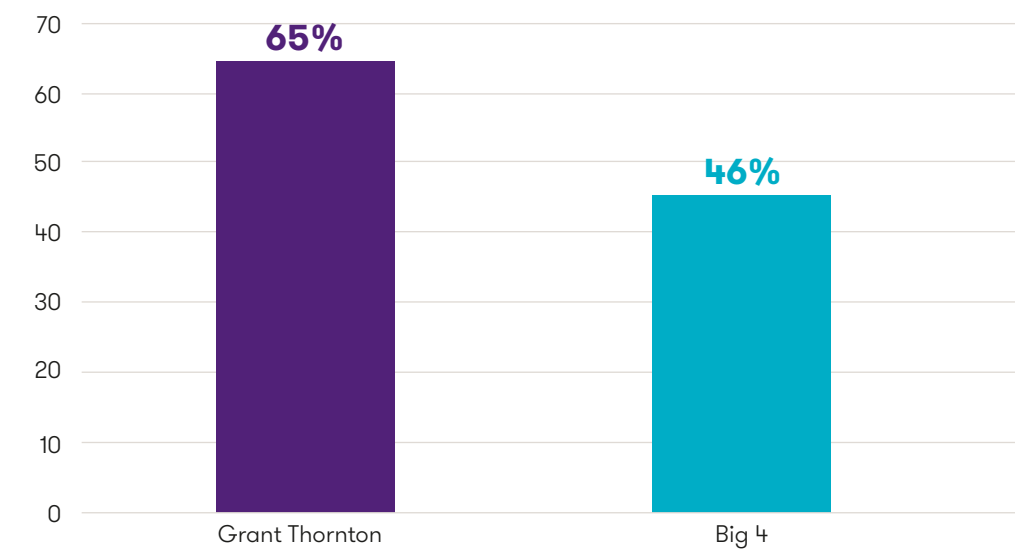
# Our numbers reflect our clients' appreciation, loyalty and the quality of our work

Our **professional journey** indicates that we have chosen not to fit in, but to **stand out** for quality, client centric and value-added services, earning every day the respect, appreciation and recognition of our clients and consistently make business more personal and build trust in to every result.

## Growth rate during the period 2009-2018



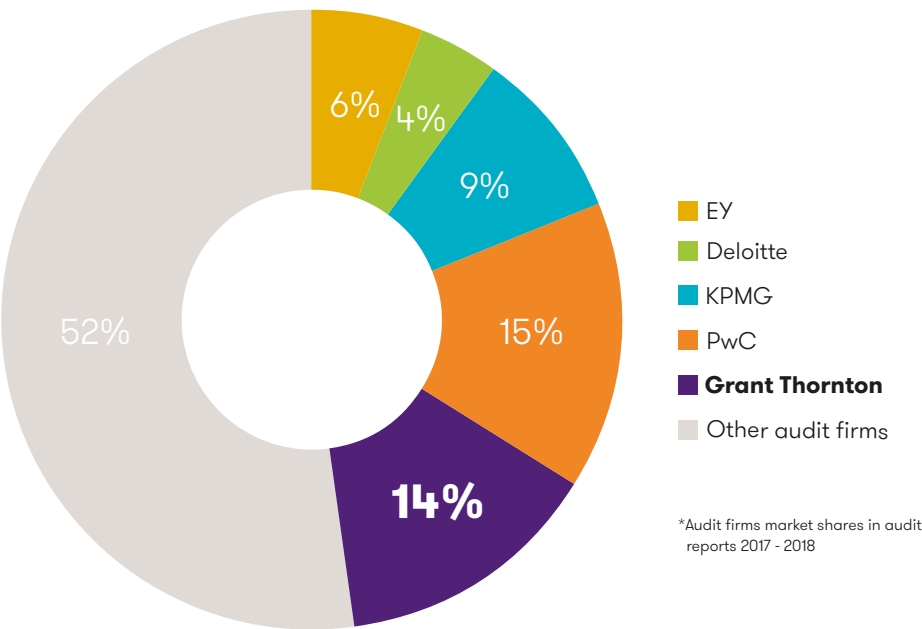
Most of the Greek companies that are willing to consider using our services create **ongoing relationships** with us.



\*Millward Brown, Brand Image survey 2015

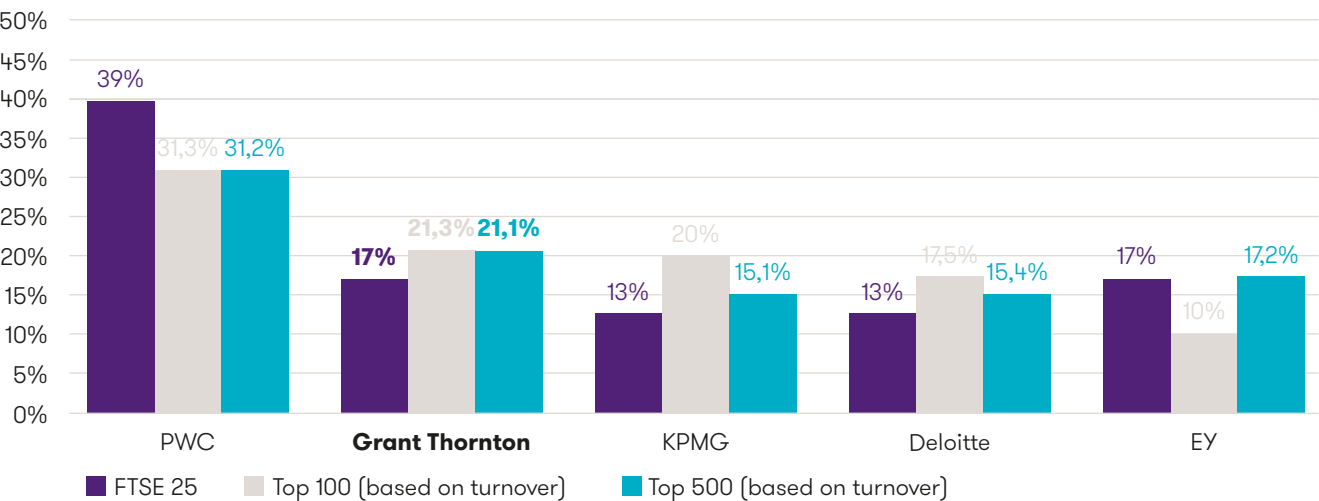


Our uncompromising focus on quality of service, on providing solutions to the challenges and on creating long lasting relationships with our clients, has contributed to the **significant growth** of our company.



Our performance concurs with the **trust and recognition** of the most prestigious companies in Greece.

**Market share in FTSE 25, Top 100 & Top 500**



# Business is an ecosystem of relationships. That is why our clients honor and trust our people and services.

“With no ‘gray’ areas. For us, this is #1 that distinguishes GT from the companies we have used before.”

CFO, Financial Institution

“High level of client engagement and respect for our time and expertise.”

Vice President & CFO,  
Educational Institution

“Combined a clear understanding of clients’ needs with modern methodology and a pragmatic approach on how to achieve them.”

CFO,  
Energy sector

“Next to the client, showing courtesy, willingness, high level of cooperation and immediate responses to our needs.”

Director of Credit Control,  
Financial Institution

“Very structured, focused and extremely efficient during our cooperation. The team was very capable and technically advanced.”

General Manager & Group COO,  
Financial Institution

“Professional approach to all our questions and problems. Makes the Management feel safe.”

CEO, Industrial sector

“Close interaction. Deep understanding of our business. Proactive approach to issues resolution.”

COO, F&B industry



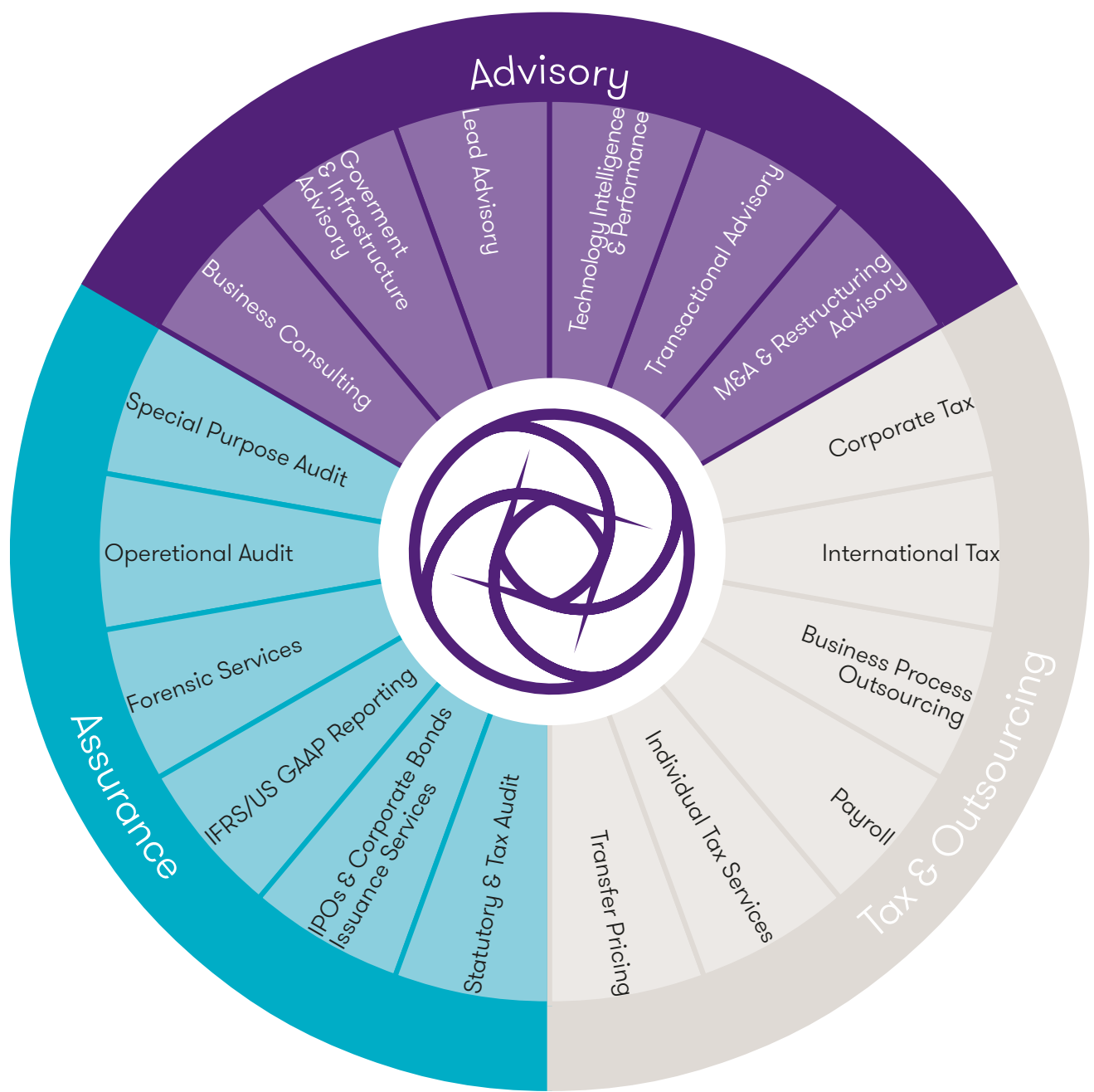
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**We support  
you in a 360°  
way, providing  
reliable  
solutions to  
challenges**

”

# We support you in a 360° way

Business is an ecosystem of our services and our people. This is why our clients honor and trust our people and services. However, what distinguishes us is our deep **commitment to our clients**, our **outstanding services** and **client-centric approach**. Moreover, our solution-focused consulting strategy, values and principles that place our clients' investment as our top priority, give us an undeniable competitive edge.



# Assurance

Our quality services strengthen your business potential and stakeholder confidence. You will receive professional results, focused services and insights that will enhance your corporate sustainability.

- Statutory & Tax Audit
- IPOs & Corporate Bond Issuance Services
- IFRS/US GAAP Reporting
- Forensic Services
- Operational Audit
- Special Purpose Audit

## No 1 among the Big 4, in total number of audit reports



**25%** increase in total turnover (since 2009)



**Highest proportion** of balance sheets IFRS-GAS among competition



Focus on listed entities auditing **21%** of listed entities in the Greek stock exchange



**No 1** among the Big 4 in balance sheets per company based on IFRS



**Zero detractors** among our assurance clients



# Assurance experience



# Advisory

Our professional team offers comprehensive services to help protect, transform and accelerate value creation today, so you have opportunity to thrive and compete effectively tomorrow.

- Government & Infrastructure Advisory
- Business Consulting
- Lead Advisory
- Transactional Advisory
- M&A & Financial/ Operational Reconstructing Advisory
- Technology Intelligence & Performance

**9 out of 10** advisory clients say they receive exceptional service from Grant Thornton



Revenue in Transactional Advisory Services has more than **tripled** in the last 3 years



Dispersed clientele with more than **200** single clients over the last year



Staff number of high standard professionals in TAS has **doubled** since last year



Financial advisors for the implementation of financial instruments in Greece with a total budget of **€2,5bn**



Supporting businesses in more than **25** complex strategic and operational projects over the last 2 years



Financial advisor for more than 25 mega infrastructure projects in Greece and Balkans with a total investment cost of more than over **€7bn** the last 5 years



# Advisory experience



# Tax

Our national and international corporate and personal tax team help you manage proactively, effectively and efficiently your tax obligations, in a changing world, by providing quality services, unparalleled knowledge, expertise and client focus.

- Business taxation
- Tax restructuring
- Tax reviews
- Tax compliance
- Tax controversy
- Family & succession planning

**9 out of 10** tax clients say they receive exceptional service from Grant Thornton



Strong **local** expertise and **international** experience



**68%** growth over the last 3 years



**50%** increase of personnel over the last years



**250** weekly issues of “Forodoxies” over the last 5 years



Leading role in **South East Europe & the Middle East**

# Tax experience



# Outsourcing

We use digital emerging technologies and develop new technology-enabled approaches that support corporate decision-making, reduce operating cost, drive innovation, upgrade management information and enable sustainable competitive advantage in the market.

- Accounting Outsourcing services
- Business Process Outsourcing
- Back-office services
- Payroll & Human Resources Administration
- Project Management
  - ERP implementation
  - Robotic Process Automation (RPA)
  - Optical Character Recognition (OCR)

**81%** Net Promoter Score for our outsourcing clients



**Over 86%** increase of personnel over the last 5 years



Cost reduction leading to **performance improvement**



**81%** growth over the last 5 years



Specialized back-office services in **niche markets / sectors**

# Outsourcing experience





# Dedicated teams to meet the needs of specific industries



## Financial Services Sector

- More than **160** dedicated professionals
- Executives with experience of **over 25 years** in the Financial Sector
- Engaged in **2** Systemic Banks as Monitoring Trustee
- Participation in **3** Asset Quality Reviews
- **5** Carve out and Valuation of financial institutions
- For **over 1.000 SMEs** assisting banks to identify/review and develop restructuring plan



## Public Sector

- **Innovative & customized** solutions, to specific requirements
- Unlocking potential for improved government **performance and accountability**
- Efficient, cost-effective **international delivery model**
- Global support, local presence, international standards
- Worldwide public sector **experience & best practices**



## Energy Sector

- A constantly growing team consisted of more than **10 high caliber** experts with diverse backgrounds
- Have undertaken energy projects for multiple reputable clients in various countries such as; **Egypt, Cyprus, Greece, Georgia, Ukraine**, etc
- The department's revenues have increased sharply during its 3 years of operation with **a CAGR of 90%**
- Providing a set of services concerning market modelling employing **PLEXOS**, a leading platform for optimization purposes



## Technology Intelligence & Performance

### A constantly growing expert team delivering

- Digital Strategy & Performance
- Hyper-Personalized CX
- Intelligent Process Automation
- Big-Data Analytics & Insights
- Intelligent Operations
- Customer Engagement
- Workplace Experience (WX)
- Industry 4.0
- Security
- IoT & Smart Solutions
- Blockchain
- Microsoft / SAP / IBM
- Technology Services
- Industry focus on Financial Services, Healthcare, Energy, Public Services, Retail

**We work  
side-by-side to  
go beyond your  
expectations**

# Let's talk leadership

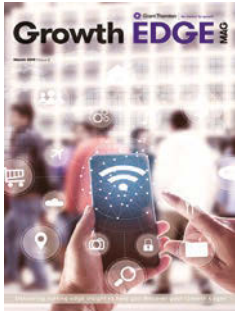
## Surveys

We are committed to inform clients about all recent developments in every aspect of the economic and business environment and focus on the key issues that entrepreneurs are facing.



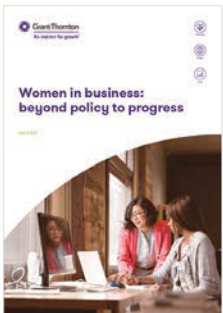
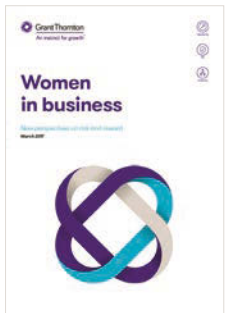
## Publications & Newsletters

We produce publications & newsletters in a variety of issues regarding our services as well as on current developments and a broad range of subjects that are of interest to the business community issues that entrepreneurs are facing.



## IBR

The Grant Thornton International Business Report (IBR) is the world's leading mid-market business survey.



## Books

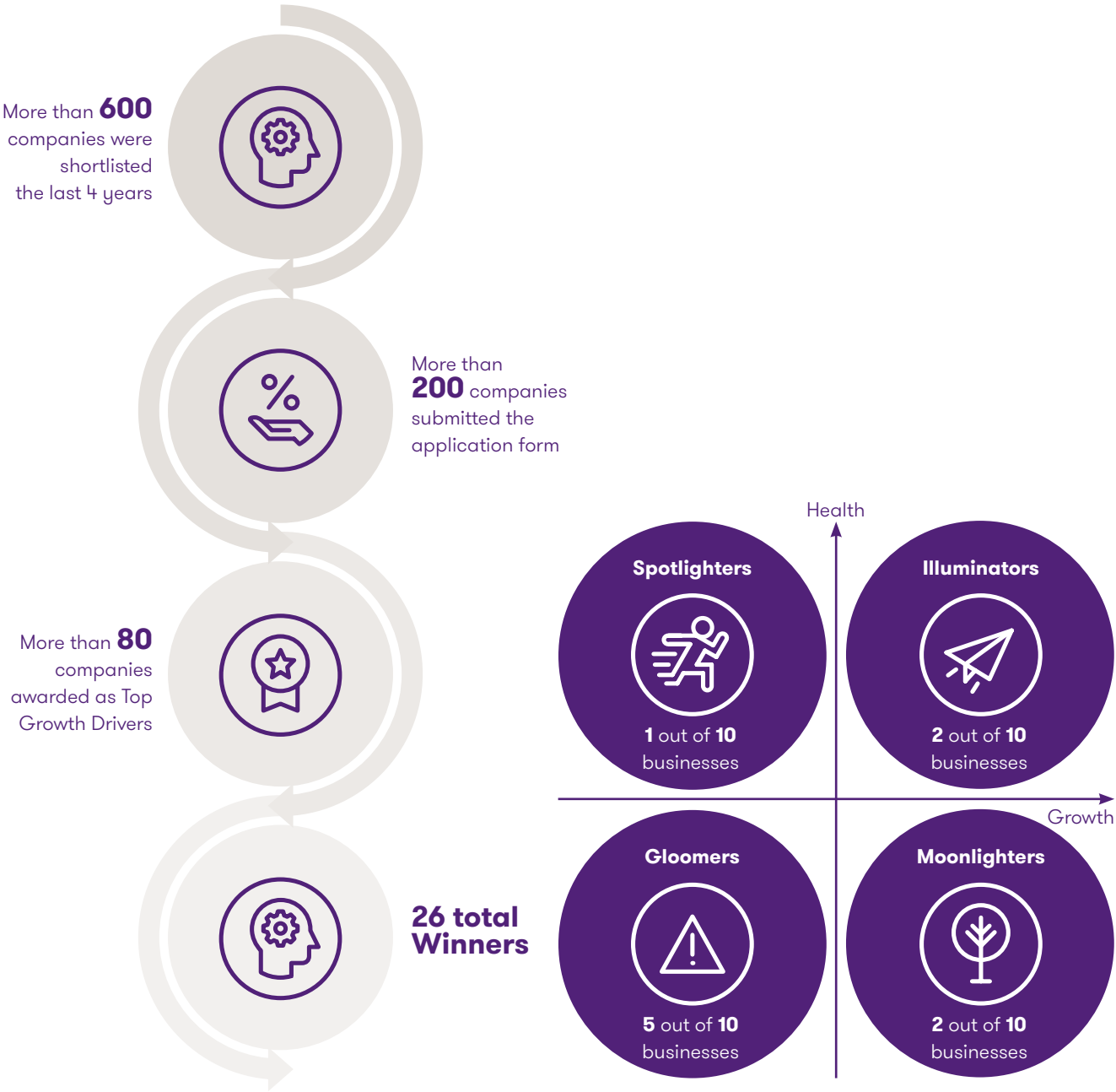
Based on the needs of our clients, as well as given the shortage in updated and integrated Greek publications on this subject, we made an attempt to narrow this gap with the Grant Thornton IFRS books.





# A significant initiative

“Growth Awards“, envisioned and presented by Grant Thornton & Eurobank, aspiring to be the leading engine of business excellence in the market and drive growth for the dynamic companies in Greece.



# Our offices



## Athens

### Headquarters

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17564, P. Faliro  
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F: +30 210 7212 222

### Advisory & Industries

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F: +30 210 7212 222



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## Heraklion

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## Visit our Covid-19 HUB

The coronavirus outbreak is a human tragedy that has affected many people's lives around the world. To better understand the implications of this pandemic, Grant Thornton Greece brings you thorough insight so as to better manage risk and make informed decisions.

**[grant-thornton.gr](https://www.grant-thornton.gr)**



Audit | Tax | Advisory



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