



Global



Quality



Collaborative

# Get to know Grant Thornton

2020



Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. These firms help dynamic organisations unlock their potential for growth by providing meaningful, forward looking advice. Proactive teams, led by approachable partners in these firms, use insights, experience and instinct to understand complex issues for privately owned, publicly listed and public sector clients and help them to find solutions. More than 56,000 Grant Thornton people, in over 140 countries, are focused on making a difference to clients, colleagues and the communities in which we live and work.



# Foreword



“Grant Thornton Taiwan is driven by a simple ambition: to be recognized as the obvious best choice for dynamic businesses seeking to expand their operations in Taiwan and throughout Asia.

A dynamic, fast-growing company in our own right, we understand the ambitions and aspirations of businesses seeking to be number one in their respective fields. Our reputation as one of Taiwan’s top advisory firms allows us to attract an international team of the brightest, most dedicated assurance, tax and advisory specialists, providing the quality of a Big 4 accounting firm at a fraction of the price. Our eNPS showed that more than 80% of our employees are willing to recommend us as an employer to their families and friends. We already serve some of the largest global enterprises in Taiwan, and invite growing businesses of all sizes to explore what we can do to turn their aspirations into a reality.”

A handwritten signature in dark ink, reading "Jay Lo". The signature is written in a cursive, flowing style.

Jay Lo

Managing Partner Grant Thornton Taiwan

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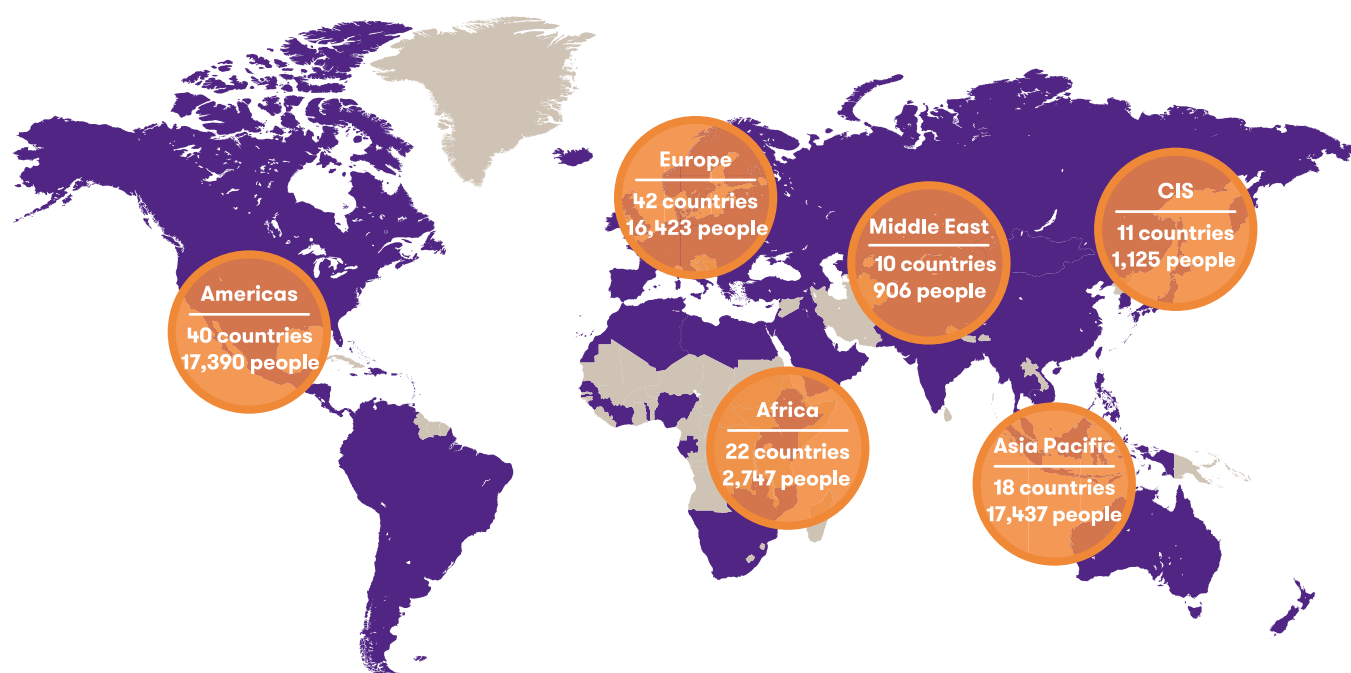


# Global fast facts

We're a network of independent assurance, tax and advisory firms, made up of 53,000 people in over 135 countries. 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.

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



Our distinctive client experience sets us apart



US \$5.72bn  
(2019 revenue)



56,028  
people



756  
offices

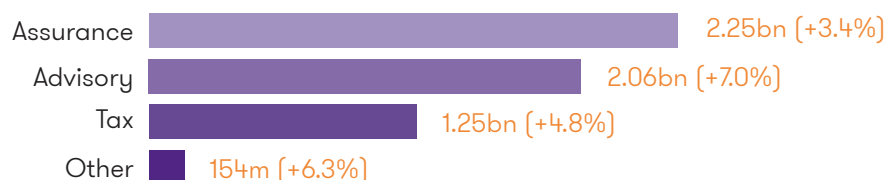


143  
countries

## A different way of doing business

Privately owned enterprises, listed companies and public sector organisations come to us for our global scale, quality, industry insight and deep technical expertise. But what sets us apart is our distinctive client experience which leads to more meaningful advice and a better working relationship.

## 2019 global revenue by service line (USD)



## Greater partner attention for clients

(member firm partner to people ratio)



Grant Thornton 1:11



Big 4 1:16

Source: International Accounting Bulletin 2018

## Global Awards

Recent Global awards



Global Most Attractive Employers in 2018, 2017, 2016, 2015 and 2013 by Universum



Global Employer of the Year in 2017, 2015, 2014 and 2013, International Accounting Bulletin

“Our competitive advantages include our experience in working with international clients, language skills, and commitment to value and excellence.

Working with Grant Thornton Taiwan, you will feel safe in the knowledge that help and advice on the issues that inevitably arise in a complex regulatory environment are only a phone call away.”

Jay Lo

Managing Partner Grant Thornton Taiwan



## Taiwan office locations

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Grant Thornton firms provide services to clients in all jurisdictions in which they operate. In working with us, you can expect the resources, skills and experience of a large, global organisation, but with the accessibility and attention of a much smaller firm.

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Grant Thornton in Taiwan is a leading provider of national audit, tax and advisory services. With over 220 experienced professional advisors and offices in Taipei, Hsinchu, Taichung, and Kaohsiung, we have the expertise and geographic coverage to serve most companies in Taiwan, no matter where they are based.

Our clients range from the world's largest publicly listed companies to small- and medium- sized privately-owned businesses. We serve clients

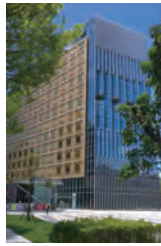
from most major industries, roughly half of which are multinational corporations, including several Fortune 500 companies. Unlike our larger competitors who work almost exclusively with large companies and our smaller competitors who rarely serve big and international organizations, the breadth of our client base has given us valuable insight into the complexity of how different businesses operate and the variety of issues and risks they face in our home market of Taiwan.



[www.grantthornton.tw](http://www.grantthornton.tw)



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# About us

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Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. These firms help dynamic organisations unlock their potential for growth by providing meaningful, forward looking advice.

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Proactive teams led by approachable partners in these firms use insights, experience and instinct to understand complex issues for privately owned, publicly listed and public sector clients, and help them to find solutions to the challenges they face. More than 50,000 Grant Thornton people, across over 130 countries, are focused on making a difference to clients, colleagues and the communities in which we live and work.

Grant Thornton was honored by the International Accounting Bulletin as the 'Network of the Year 2013' as a result of our strategic drive, global leadership, and remarkable growth around the world. And we understand that this award reflects not only our strength as a global organisation, but as a collection of member firms who are all dedicated to the highest level of client service.

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 that you receive the highest quality advice, providing a truly distinctive client experience which is unmatched by our competitors.

In Taiwan we have achieved ISO 9001 certification every year since 2010 including ISO 27001 certification since 2016. We continue to receive numerous awards from various international organizations each year.

With more than 220 people in Taipei, Hsinchu, Taichung and Kaohsiung, we offer a full range of services to help clients of all sizes address the challenges and opportunities facing growing companies in an increasingly complex market.

# Key figures and facts



**48**

years of establishment



**3**

offices across Taiwan



**220**

team members in Taiwan



**20**

partners & directors in Taiwan



## Office locations in Taiwan

- Taipei
- Hsinchu
- Taichung
- Kaohsiung



## Dynamic organisations client base

the firm serves around 1,000 companies and entities domestically and internationally



# Our brand values

Our ambition is to drive global growth by serving dynamic organisations, unlocking the potential of our clients and our people. Attracting, retaining and inspiring the best people is at the heart of our people and culture strategy and requires an environment in which our people understand how, every day, their contribution makes a difference. Our global CLEARR values underpin everything we do and serve as a declaration of who we intend to be and how we intend to achieve our ambition.



# Our differentiators

There are several factors which make us different. We highlight below some of the things we believe make us different and uniquely places us in a position to provide clients with our services.

## **Better client service**

You will have a better client experience, but don't take our word for it. We measure client satisfaction on an annual basis, and clients across the board continuously rank as highly satisfied.

## **We understand dynamic organisations like yours – we, too are growing**

We serve dynamic, growing companies that are on the move because we too are a dynamic, growing firm on the move. In Taiwan, we have been growing at double-digits for the past ten years. But like you, we know that the figures and awards only tell part of the story; we don't serve dynamic companies because we need a new growth engine or because we need more awards; we serve them because it is rewarding and exciting to play a part in something big. We want to be part of your success and invite you to be part of ours.

## **Speed and agility to make decisions and resolve issues**

Our firm is structured to react quickly to our clients' needs and issues. We are empowered to make decisions locally, rather than moving issues up through a complex chain of command. At Grant Thornton Taiwan, we are committed to responding to inquiries within 24 hours on business days.

## **A clear understanding of businesses like yours**

Our clients range from the world's largest multinational corporations to small- and medium-sized local businesses. Unlike our larger competitors who work almost exclusively with large companies and our smaller competitors who rarely work with big organisations, the breadth of our client base has allowed us to gain valuable insight into the complexity of how different businesses operate and the variety of issues and risks they face in Taiwan and throughout the globe.

# How we work with you

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Listed companies and their subsidiaries and public sector and privately owned enterprises organisations come to us for our global scale, quality and deep technical expertise. They also value our knowledge of their regulatory landscape and industry standards. But what sets us apart is our client experience.

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## Better client service

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.

- 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.

- 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.

- 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.

- Teams and solutions built around your needs
- A better working relationship with you and your team

# Our service lines

Helping your business grow.







## Our service lines

To achieve their ambitions, dynamic organisations in every industry call on our audit and assurance, tax advisory services.

### Audit and assurance

- Financial statement audits
- IFRS related services
- Corporate income tax audits for profit-seeking enterprises
- Interim financial statement reviews
- Public offering and listing support
- Internal control audits
- Special purpose audits

### Transactional advisory and forensic investigations

- Fraud investigations
- Due diligence

### Corporate secretarial services

- Business registration
- Capital verification
- Updating of statutory records
- Applications for special permit / trademark registration

### Legal services

- Litigation support
- Administrative remedies

### Business consulting services

- Business consulting
- Training and support

### Tax

- Transfer pricing
- Tax planning for cross-border transactions
- Applications for tax incentives
- Tax equalization and hypothetical tax
- Employee stock options
- Estate tax returns
- Personal income tax filing for expatriates
- Stamp tax
- Tax guarantor services for Foreign Institutional Investors (FINI) and Foreign Individual Investors (FIDI)
- Tax opinion letters
- International logistics and distribution center setup

### Outsourcing

- Bookkeeping/financial accounting
- Payroll and personnel administration
- Cash disbursement
- Work permit applications
- IT support

**Our** people have the technical knowledge, experience, skills, resources and commitment of the highest quality and we look forward to growing with your business and leading it to success.





## Audit and assurance

**At the heart of our approach is the belief that robust, independent audits identify the root causes of accounting issues and deliver tailored and effective recommendations.**

At Grant Thornton we offer more than just auditing. With personalized attention and local market knowledge from Partners and managers, we offer understanding and provide insights that help businesses succeed.

Clients will receive a high-quality audit of their financial statements from Grant Thornton. Designing an audit programme customized for the business, we will combine the collective skill and experience of our audit professionals to deliver an audit that is efficient.

We will also keep you informed of relevant changes in the accounting standards, not only with regular email updates and seminars but also with our personal approach to building relationships.

### **Our strengths are:**

- Forefront in audit automation using global audit service
- International quality assurance and ethical policies
- High level partner and manager attention

### **Our services include:**

- Statutory and special audit
- Special review and certification
- Special investigation
- Reporting Accountants for submission to authorities

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## Audit quality

### Global audit quality

Grant Thornton views audit quality as an essential element of our business. The global network has tools, support and controls in place ensure member firms consistently deliver high-quality audits. These include:

- Strategic direction: an aligned global assurance strategy, “Leading with quality”, focused on delivering efficient high-quality audits
- Client acceptance and continuance: established processes and procedures to help ensure members firms only accept high-quality clients
- Global audit methodology and technology: an audit methodology to meet international standards as a minimum, and supporting state-of-the-art proprietary software, backed by a commitment to remain industry-leading through ongoing investments
- IFRS (International Financial Reporting Standards) support: full-time global IFRS team to provide member firms with training and guidance
- Global audit quality monitoring: dedicated global monitoring team to review the audit quality of member firms on a regular basis
- Global audit training: globally developed programmes, such as a three-part online ISA proficiency series and face-to-face sessions on IFRS, audit methodology and independence, to ensure member firms have consistent learning.

### Global audit methodology and technology

Grant Thornton uses a global methodology requiring member firms to implement international standards as a minimum, and an audit process supported by state-of-the-art technology.

### Grant Thornton’s global audit methodology:

- provides a clear linkage to auditing standards using ISA-based terms
- applies an account-based approach to address the risk of material misstatement
- allows the tailoring of audit risk of each client’s profile

### Grant Thornton’s global audit tool:

- offers flexibility and scalability to perform audits of all types and sizes
- puts global and local methodology guidance at auditors’ fingertips
- allows for rapid responses to regulatory changes
- enables auditors to perform higher quality audits more efficiently
- gives auditors the ability to provide clients with better insights

## Information Technology General Controls (ITGCs)

- Our ITGCs team ensures the reliability and integrity of the data and processes which will lead to efficiency of our clients' systems and processes to operate within a well-controlled environment.
- Our team will identify, evaluate and validate controls, report areas of improvement along with our recommendations.

## Technical & training

We are dedicated to providing guidance to our people as well as our clients in auditing and financial reporting matters.

Our Technical & training department plays an important role in supporting the audit & assurance department, imparting knowledge, latest accounting and auditing standards and other relevant regulatory updates to our auditors, attending to technical queries and also acting the main liaison with the authorities, regulatory and professional accountancy bodies.

### The technical team promotes consistency across our firms by:

- identifying training topics and organize trainings that meet our auditors' and clients' needs
- analyzing latest technical development and its impact on our clients' businesses
- responding and giving insightful advice to our auditors
- reviewing and updating quality control mechanism of the firm and ensure effective implementation of quality control policies
- up keeping of audit software
- publishing technical bulletin and publications for internal and external usage





## Tax services

Tax regimes and compliance regulations change rapidly and with corporate activities in one jurisdiction having a major impact on tax liabilities in others, it is important to stay on top. Through innovative solutions, Grant Thornton tax specialists can give you the advice you need to achieve your commercial objectives.

Grant Thornton Taiwan tax partners and tax professionals provide world class advice to large multinationals, privately held businesses and individuals.

### Our tax services include:

- Transfer pricing - helping clients to comply with transfer pricing rules, in a cost effective and efficient manner
- Direct international tax - advising clients on clear and practical tax planning solutions to help manage tax exposure
- Global mobility services - helping clients proactively address the challenges of differing regulations so that international relocations meet very specific and complex tax rules
- Indirect taxes - providing services, at every stage of a business cycle, to clients that operate across borders making commercial transactions as well as advising clients looking to seize opportunities in new markets.

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## Corporate secretarial services

With a global network of experts in their respective tax and regulatory environments, Grant Thornton advisors help individuals and corporations establish the type of business entity that will best position them to achieve their goals from the very start of their operations.

Grant Thornton Taiwan's corporate secretarial advisors work directly with our in-house tax experts to help clients select and establish the best type of entity for their particular business.

### Our corporate secretarial services include:

- Company setup and registration
- Capital verification
- Updating of statutory records
- Applications for special permit/ trademark registration



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## Advisory services

Harnessing your competitive edge through appropriate risk management.

Grant Thornton Advisory is focused on mid-market firms with international aspects to their business. Our expertise is in delivering the best outcome for our clients.

### Managing business risk isn't just compliance.

We would like to help you see business risk as an opportunity. We help improve your business processes while focusing on good governance and control. Whether you are looking to list your company or expand your business, we work with you to lay a clear path for improvement by helping you tackle any issues identified, and show you the opportunities they present.

Risk is inevitable but manageable, and not always about taking the most cautious route. It is about planning for potential opportunities as well as threats, allowing you to realise the goals of your organisation.

Our services encompasses an objective, in-depth examination and evaluation of an organisation's ability to manage its financial and operational risk, through to recommendations of corrective processes, procedures and controls.

**Personal attention and the highest level of quality and service to meet your needs**

### Leading the way in Advisory

- A high degree of senior involvement in project execution and advisory
- Strong advisory methodology, implemented on a global basis
- A highly experienced team with extensive experience
- A pragmatic & practical approach
- A far-reaching international network with local hands-on implementations

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## Transaction Advisory Services

**Create. Protect. Transform.**

**Our internal audit and risk management services encompass an objective, in-depth examination and evaluation of an organisation's ability to manage its financial and operational risk, through to recommendations of corrective processes and controls**

We help high-growth, dynamic companies navigate complex cross-border transactions by assisting you throughout the entire transaction process.

We follow you wherever go wherever growth, or a transaction, takes you – through Grant Thornton International Ltd member firms operating in more than 130 countries, we have a global network of professionals on the ground ready to execute on your transaction.

Our transaction advisory services include financial and tax due diligence and our experienced team is accustomed to working at “deal speed”, helping you to understand the target’s business and key drivers; potential risks; and key issues as when they arise, ensuring that there are no surprises.

## Business Risk Services

**Financial and tax due diligence and advice in support of transactional activity, identifying risks and optimising solutions. Including carve-out and integration support**

Internal audit has increasing importance in the areas of regulatory compliance, risk management and fraud prevention. A recent survey by the Association of Certified Fraud Examiners found that internal audit is one of the most common methods of detecting fraud.

An internal audit function assists the audit committee in discharging its responsibilities. Our audit reports provide the Board with assurance on the adequacy of the system and functions reviewed. It includes our observations and provides practical recommendations for improvements intended to strengthen the system of control and protect the business from risk.

Some of the benefits of co-sourcing an internal audit function include cost efficiency, access to diverse industry and professional skillsets and above all, greater independence.

## Forensics and Investigative Services

**Rapid and customised approach to investigations and dispute resolution.**

**Provides forensic investigations to uncover irregularities, including conflict of interests, fraud and corruption**

Our international experts are based in key financial hubs within the region and are experienced in advising on both civil and criminal matters that frequently involve contract breaches and alternative dispute resolution. We are well-versed in fraud and corruption investigations, fraud and anti-corruption training and risk management, as well as asset tracking and open source intelligence and public domain investigations. We also provide a full suite of data acquisition and analysis services, as well as eDiscovery and other IT forensic solutions.





## Legal support services

We provide clients with the expert advice and technical support they need to be protected against the legal challenges that tend to arise as businesses grow.

The Grant Thornton Taiwan legal team assists clients to review and draft legal contracts, attend mediation meetings and act as an expert witness in courts of law.

### Our legal support services include:

- Litigation support
- Administrative remedies
- Contract review/drafting.

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## Outsourcing services

Businesses frequently outsource some of their daily operating tasks in order to focus on their core competencies, while improving performance and lowering costs of their non-core activities. By saving time and money, Grant Thornton's outsourcing services allow clients to concentrate on what's really important to their business.

That's why we offer a variety of services to keep your focus where you want it most: on meeting your strategic objectives. With access to experts throughout the Grant Thornton network you will get seamless and coordinated international outsourcing projects delivered comprehensively, efficiently and confidentially to the highest standards across all disciplines.

### Our outsourcing services include:

- Bookkeeping/financial accounting
- Tax compliance within outsourcing
- Payroll and personal administration
- Cash disbursement
- Compilation of financial statements
- Business Process Outsourcing (BPO).

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## Corporate support

### services – Employee Performance

### Appraisal System Setup Services

**Grant Thornton Taiwan assists corporations to implement employee performance appraisal systems.**

A well designed system can help to better communicate goals to employees. Further, it can help to cultivate a culture of excellence.

People are generally regarded as a corporation's most important asset. If performance is not measured effectively, people will tend to under-perform at work.

Our e-solution can help to make the appraisal system efficient and effective.

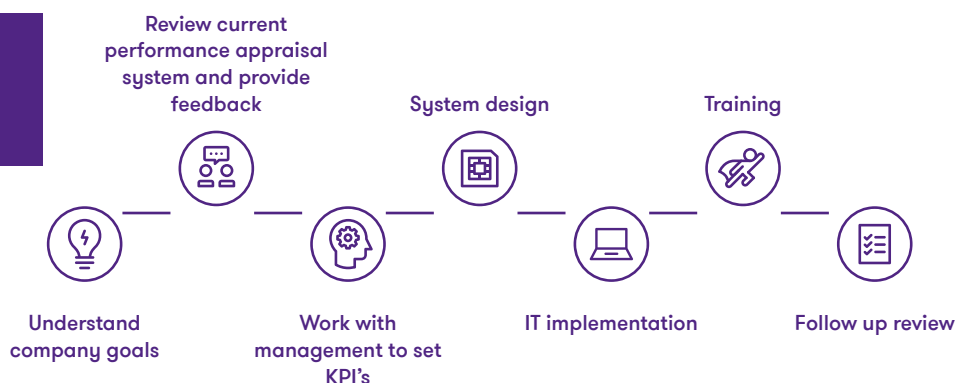
### Customization

Each corporation is unique. Our team provides tailor-made solution for each corporation.

### Our Scope of Work Includes:

- Understand company goals
- Review current performance appraisal system and provide feedback
- Work with management to set KPI's
- System design
- IT implementation
- Training
- Follow up review
- Other related advisory services.

#### Employee Performance Appraisal System Implementation Process Flow



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