



2025 Crowe Global

# Transparency Report



## Compliance Statement

Crowe Global is an international network of independently owned and managed accounting and advisory firms that are licensed to use the “Crowe” brand in connection with the provision of accounting, auditing, tax, advisory, and other professional services to their clients. Crowe Global has member firms in over 150 countries. In the year to 31 December 2024, the revenue of the member firms of Crowe Global was US5.8bn. The revenue from audit and related services in the year to 31 December 2024 was US2.14bn.

Crowe Global is commercially organised under the laws of Switzerland as a Verein (Association) and is a non-practising entity and does not provide professional services in its own right. Crowe Global is wholly owned by its member firms. Crowe Global operates through a wholly owned subsidiary incorporated under the laws of the State of New York in the United States of America where it is headquartered.

Crowe Global is considered a “network” as defined under the Code of Ethics of the International Ethics Standards Board for Accountants (IESBA) and by virtue of its membership of the Forum of Firms.

Crowe Global also licences Horwath HTL to member firms, offering consultancy services in the hotel, tourism, and leisure industries. Network membership is predicated on embracing network strategy, core values, member philosophy, and strategic goals. The network works with members to achieve compliance. There are provisions for the removal of member firms who do not adhere to these expectations.

# Introduction

Quality is fundamental to the leadership of an international network that is focused on delivering excellent service through collaboration across borders. Quality dominates the agenda of our stakeholders and standard setters. This Transparency Report details how Crowe Global is committed to delivering quality and service excellence, working in the public interest, and supporting sustainable business. Not only is quality one of Crowe Global's strategic priorities, but it is also fundamental to brand recognition.

We are engaged in setting new standards through our membership in the Forum of Firms and direct contact with international standards setters. Crowe Global member firms engage directly with quality initiatives in their own countries. Member firms that provide audit services have implemented the Quality Management Standards issued by the International Audit and Assurance Standards Board. Crowe Global has also developed its own quality management principles, reflecting the requirements of the issued standards that have been implemented by member firms with non-audit services.

Our firms have set quality objectives, identified quality risks that might impair achieving the objectives, and prepared responses that mitigate these risks. Implementing the Quality Management Standards was an opportunity to achieve ever greater consistency across the network. Crowe Global has set further initiatives that support the management of risk and continuous quality improvement.

Embracing innovation and technology applications are essential to delivering quality and effectively working across borders. Cloud, data solutions, and generative artificial intelligence are transforming the way we work, enabling auditors to interrogate more data, and making information sharing more efficient.

# Our Commitment to Quality

Quality is the highest strategic priority within the Crowe Global network and fundamental to remaining one of the most trusted professional services providers. Kamel Abouchacra, Crowe Global CEO, discusses the importance of quality and our commitment to it.

## **How is quality embedded in our values?**

Quality is a foundational element of our profession and an inherent part of the Crowe culture. It is deeply embedded in our culture and values and is paramount to everything we do to care for our clients, people, and communities. This means we are committed to doing what is right, always.

## **What developments have you observed in quality in the past year?**

Public trust continues near all-time lows, which has an impact on discussions and activity within the professional services space. In many ways, we are the stewards of the capital markets, and our response is to have quality at the heart of our strategy and operations. This commitment shapes how we serve clients, engage with regulators, and uphold our role in society. Crowe has made significant investments to implement and continuously enhance our robust quality management systems. We set clear quality objectives, supported by rigorous governance and reviews. All Crowe Global member firms participate in our global quality review programme, receiving regular feedback and oversight to drive continuous improvement and accountability.

## **How does quality influence our brand strategy?**

Brand surveys reveal that quality is an important component of the market's perception of our brand value. We are proud of our commitment to, and focus on quality, which is why it is a central part of our brand strategy.

## **Why is the Global Conflict Project important for quality?**

This project involves significant investment in technology, people, and change management to future-proof the network. It is improving how we manage independence and conflicts of interest. In addition to technology investments, we also augment conflict management with a newly established service centre team who are dedicated to assisting member firms with independence and conflict management. The project outcome is intended to elevate the ability of independent firms to manage risk and effectively work together under a common brand.

## **What implications does private equity investment have for quality?**

There has been significant private equity investment activity in professional services firms. External investment has benefits and risks, which emphasises the importance of aligning a firm's strategic objectives with the right funding partner to ensure quality is maintained and enhanced. Potential benefits include supporting growth plans, technology investments, digital transformation and artificial intelligence, and quality resources and operations. There are potential risks as efficiency measures could have an unintended impact on the systems and processes that enable quality. Therefore, it is important to partner with an investment group that understands the value of quality and culture in a professional services environment. If done correctly, private equity investments can provide more capital to invest and deploy in quality, improving firm operations and the ability to achieve strategic objectives.

## **Is AI positive for quality?**

Our member firms are leveraging AI to enhance engagement performance and strengthen quality oversight. When used responsibly, AI can elevate consistency, insight, and efficiency in ways traditional methods cannot.

# Leadership, Governance, & Management

The Board of Directors (“Board”) is responsible for the governance of Crowe Global. It is charged with overseeing the activities of the network, including setting strategy and policy.

The Board consists of individuals, representing senior management from its member firms, as well as its appointed Chief Executive Officer (“CEO”). Except for the CEO, all Board members, including the Chair, are appointed for two-year periods. At the expiry of these terms, the Chair and the majority of the Board seats are elected by the membership. Three Board seats are allocated under the By-Laws to representatives from the largest members.

The Board operates four sub-committees in the furtherance of its role: Compensation, Strategic Planning, By-Laws & Governance, and Audit & Risk.

## The Board of Directors

Board Chair

{ Elected by Member Firms }

**Jim Powers**

United States

Board of Directors

{ Representing Member Firms }

**Kamel Abouchakra**  
CEO

**Rabea Al-muhanna**  
Kuwait

**Stephane Bernard-Migeon**  
France

**Nigel Bostock**  
United Kingdom

**Stefan Ferris**  
Canada

**Matt Games**  
Australia

**Marcelo Lico**  
Brazil

**Lars Lüdemann**  
Germany

**Erastus Kwaka Omolo**  
Kenya

**Steven Strammello**  
United States

**Vijay Thacker**  
India

# The Management Committee

CEO

{ Appointed by Board of Directors }

**Kamel Abouchacra**

CEO

Management Committee

{ Appointed by CEO }

**John Ballie**

Regional Executive Asia Pacific  
& International Tax Director

**Cynthia Butera**

In-House General Counsel

**David Chitty**

International Audit Director

**Filipa Correia**

Regional Executive EMEA  
& Talent Leader

**Dave Keever**

Director of Consulting  
Development

**Juan Carlos Lara**

Chief Digital Officer &  
Regional Executive Americas

**Tom Manisero**

Risk and Legal Advisor

**Jennifer McMahon**

COO,  
Brand & Marketing

**Joe Santucci**

Global Conflict Solution  
Program Director

The Management Committee is appointed by the CEO and oversees the day-to-day management of the network. Its responsibilities come from the By-Laws and the authority delegated to it from the Board.

It is led by the CEO and includes the Chief Operating Officer (“COO”), three regional executives, International Audit Director, Consulting Development Director, and the Director of the Global Conflict Solution. One of the regional executives is also International Tax Director, and another regional executive is the Chief Digital Officer.



# Delivering Excellence Through Leadership & Quality

Delivering excellence is at the core of Crowe Global's strategy. Quality is a constant focus, and Crowe Global is committed to consistently applying international standards to deliver the quality expected from a leading network. Crowe Global's membership in the Forum of Firms is an important expression of our support for international standards and their development.

Crowe's leadership efforts to promote excellence and quality include providing members with platforms to manage their independence and risk of conflict of interest, supporting members with their application of state-of-the-art audit applications, offering a seminar programme that facilitates experience sharing among members, and delivering a comprehensive global review programme.

## Quality Management

The Quality Management Standards adopted by audit firms takes a risk-based approach. Firms must identify their quality objectives, determine the quality risks that may prevent the quality objective from being achieved, and then complete the process by implementing responses to manage the quality risks. The responses represent the firm's policies and procedures that make up its System of Quality Management (SOQM).

The Quality Management Standards approach is relevant to all disciplines. Crowe Global has decided to set quality management network requirements for all disciplines. This is a conscious effort to demonstrate a multi-disciplinary commitment to quality.

A group of experienced leaders from member firms, drawn from all professional disciplines, along with compliance specialists, support Crowe Global members in their application of the Standards.



## Global Webinars

Crowe Global has a comprehensive webinar programme. The webinars focus on applying new international standards, understanding the latest audit technology developments, and sharing practical implementation of quality management requirements. External speakers, representing standard setters and professional bodies, contribute to the webinars and offer valuable insights.

## Global Review Programme

Crowe Global member firms receive periodic reviews of their Systems of Quality Management and engagement performance. Reviews are an opportunity to share their experiences with applying quality management requirements and professional standards as well as anticipating how new standards will be applied. Firms receive comprehensive feedback in the form of personalised report letters. Overall trends and themes from reviews are presented in an annual report and are shared at seminars and in webinars.

## Forum of Firms

The Forum of Firms is an association of international audit networks that perform transnational audits. The Forum's objective is to promote consistent, high-quality standards for financial reporting and auditing practices worldwide. As a member, Crowe Global is expected to demonstrate its commitment to adhere to and promote the consistent application of high-quality audit practices. The International Audit Director is an elected member of the Transnational Auditors Committee, the governing body of the Forum of Firms.

# Global Conflict Check Project

Crowe Global continues to upgrade its approach to the management and delivery of its restricted entity list and conflict of interest checks. The new platform will support the achievement of our “Working As One” vision and enhance the risk management of the network and member firms. Efficient access to data will enable member firms and their personnel to determine whether there is a threat to independence or potential conflict of interest.

The Global Conflict Solution is being implemented in two separate phases, one with the collection of restricted entity data, followed by the independence and conflict check process. As the implementation of the new conflict check platform is multi-year, Crowe Global is continuing to support its existing conflict check platform until all member firms have transitioned. A Global Conflicts Team is being assembled to support this interim period and all future state processes, with the responsibility of ensuring restricted entity data is appropriately migrated between the current and future state platforms. There are processes for monitoring compliance by member firms with both platforms.

The global restricted list phase of this project has been successfully implemented by a pilot group of member firms, including Crowe UK, Crowe Australasia, Crowe MacKay (Canada), and Crowe Foederer (Netherlands). The project is currently on schedule and progressing well, with all 2024 objectives achieved. The global restricted list phase is expecting completion in 2026. The independence and conflict check phase of the project will be undertaken in 2026-2027.

Significant progress has been made by the pilot group of member firms. Their proactive approaches, systematic data collection, and effective communication have set a strong foundation for the project’s success. As Crowe Global moves forward, key insights and strategies from the pilot phase will continue to guide efforts in achieving the project’s objectives.

The successful onboarding of the pilot group of member firms to the Global Conflict Solution project was achieved through meticulous data collection, effective collaboration between compliance or quality management teams and engagement partners, and comprehensive training. The Global Conflict Solution project presents an ideal opportunity for member firms to review business processes around independence and conflict checks to ensure compliance with these requirements is accomplished consistently and efficiently.

# Quality Management Evaluation & Reporting



## Reporting by Member Firms

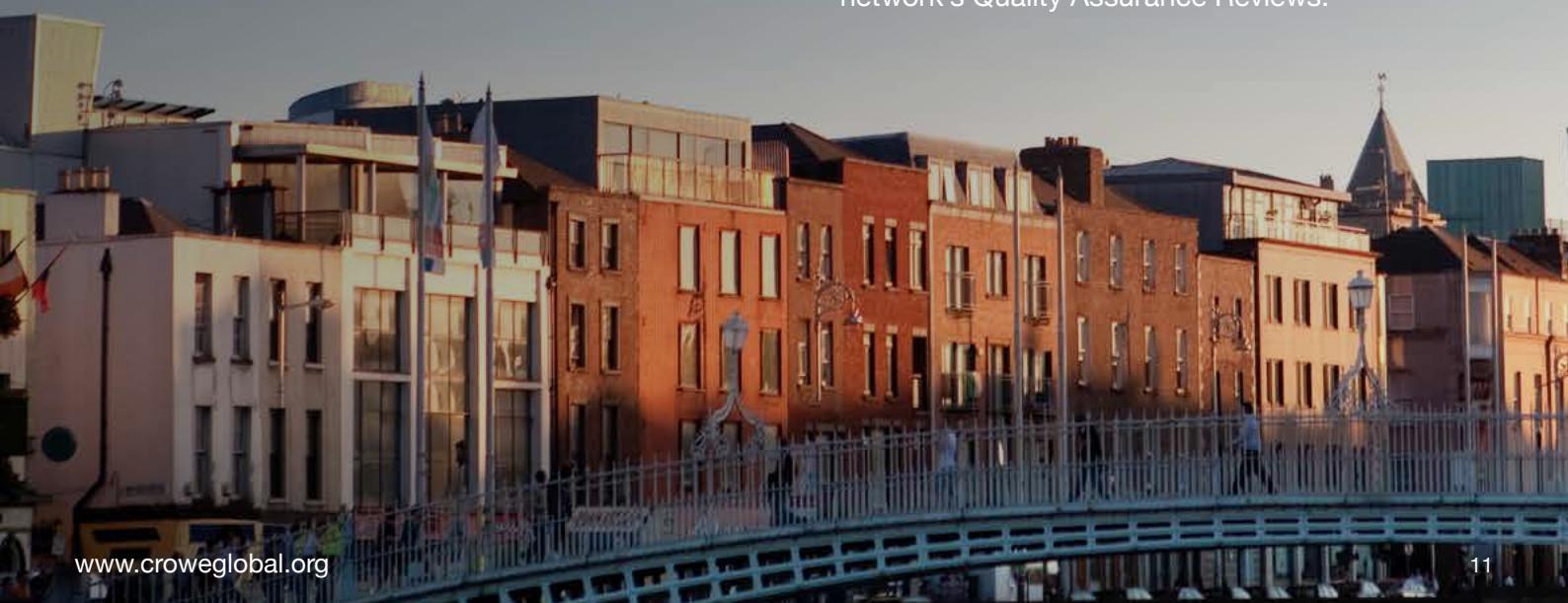
All Crowe Global member firms are required by the network's By-Laws to report to the network that they have evaluated their firm's System of Quality Management. Audit practices are required to perform this evaluation in accordance with the requirements of ISQM 1. Non-audit practices are required to perform the evaluation in accordance with requirements set out by Crowe Global.

The Crowe Global network is implementing an enhanced presentation of the outcomes from the overall evaluations performed made by member firms. This enhancement will improve transparency between member firms about the outcomes of their overall evaluations as well as enable firms to report on their quality initiatives.



## Reporting by Crowe Global on Quality Assurance Reviews

Audit firms that are members of a network are required by ISQM 1 to, at least annually, obtain information from the network about the overall results of the network's monitoring activities across the network firms. Firms are required to communicate this information to engagement teams and other individuals assigned activities within the system of quality management. Doing so will enable them to take prompt and appropriate action in accordance with their responsibilities and consider the effect of the information on the firm's system of quality management. Crowe Global enables member firms to meet this requirement by publishing an annual report that shares the overall themes and trends arising from the network's Quality Assurance Reviews.



# Quality Initiatives from Crowe Global's Leading Member Firms

Crowe Global's member firms are committed to the continuous improvement of quality. Delivering continuous improvement requires imagination and innovation as well as teamwork that embraces all personnel in the firm. Initiatives vary depending upon a firm's environment, but collectively they strengthen the overall quality of the network as well as provide examples for other firms to apply.

## **Governance and Leadership**

The public interest responsibilities of auditors mean that firms are continuously reviewing their governance arrangements with a view to presenting their commitment to quality and doing “what is right.” Two examples of governance initiatives are:

- Under the requirements of the UK Audit Firm Governance Code, Crowe UK LLP has a separate Public Interest Committee (“PIC”), which includes independent non-executives. The PIC’s main goals are to enhance audit quality within the firm, ensure that the firm’s decisions reflect the public interest especially regarding audits, and maintain the ongoing viability and robustness of the overall audit practice and the firm.
- Crowe Mexico’s Risk and Quality Management Committee has evolved to oversee not only the system of quality management (SOQM) and related risks, but also the firm’s broader strategic risks. This integrated approach provides a comprehensive, risk-based view of the firm’s operations. Strategic risks now under systematic oversight include, among others, operational, IT, marketing, human resource, and business continuity risks. The committee is composed of professionals with diverse backgrounds, including the SOQM Operations Partner, the President of the Audit Practice, and a dedicated Risk and Compliance Specialist.

## **Firm-Wide Quality Management and Certifications**

ISQM 1 principles are relevant to all aspects of a firm’s business and engagement performance across all disciplines. Common firmwide Systems of Quality Management are being established, and firms are seeing the benefits for quality, risk management, and operational efficiency from having one system. Firms are seeking external certifications for systems and services.

For example, Crowe Foederer (Netherlands) has achieved ISO 27001 certification, the internationally recognised standard for information security management systems, for several of its services. This certification demonstrates the firm’s commitment to maintaining the highest standards of quality and safety for its clients, ensuring that their data and information are securely managed and protected. By adhering to these rigorous standards, the firm confidently assures its clients of its service reliability and security.

## Audit Quality Indicators

Audit Quality Indicators (AQIs) are receiving increasing attention as a measure of quality and are being used by some oversight bodies to benchmark firms. AQIs may soon become the subject of standards. Initiatives by member firms include these examples:

- Crowe UK LLP produces Audit Partner Quality Indicators for all audit partners that are then considered in annual appraisals. This year, the firm revised them to better identify good outcomes and behaviours in addition to poor outcomes.
- Crowe Australasia has voluntarily developed AQIs. These indicators include data at the audit division level and engagement level. These are reported regularly to the Audit Quality Oversight Committee and are utilised as part of the Root Cause Analysis procedure. The AQIs have aided in identifying areas for improvement and contributed to developing remedial actions.

## Engagement Acceptance and Continuance

Decisions on engagement acceptance and subsequent engagement continuance are critical for a firm's risk management and for safeguarding the reputation of the Crowe brand. Firms keep their operational responses to the engagement acceptance and continuance component of quality management under review as illustrated by the following examples:

- Crowe MacKay (Canada) has established an independent committee to assess and approve engagement acceptance and continuance. The committee considers competencies, complexity, capacity, expertise required, and related industry experience.
- In 2024, Crowe Mexico implemented a new Client Relationship Management (CRM) system designed to consolidate all business opportunities and establish a robust tracking mechanism across all client engagements. One key quality objective of this system is to ensure that every engagement begins with a documented opportunity, providing an initial risk assessment before engagement acceptance and ensuring a quality-first approach.

## Compliance with Ethical Requirements

Ethics are the fundamental for quality professional standing. Member firms continuously enhance their approaches for the management of the risk of independence breaches and conflicts of interest:

- Crowe LLP (United States) is implementing a new personal independence system that will provide comprehensive reporting of investment securities, including broker-feed automation. Alongside implementing the new personal independence system, the firm is refreshing the design of its annual independence training.
- Crowe Mexico has implemented a new digital firm-wide independence declaration process, which presents a structured eleven-question survey that must be completed by all personnel. This initiative ensures alignment with the firm's culture of integrity and accountability while strengthening monitoring of compliance with ISQM 1.

## Training and Development

Crowe Global member firms invest heavily in personnel training and development. Crowe Germany member firms have delivered the following training programmes, which have made a valuable contribution to improving audit quality:

- As an initiative to strengthen audit quality within the firm's audit teams, a new Teams-based training programme for young audit professionals has been launched called "A&A Spotlight On." In contrast to traditional learning programmes, this new training series delivers clearly defined learning content sessions in a condensed 30-minute format that are presented by experienced professionals. The first sessions of 2025 covered a wide range of audit topics that young professionals are typically experience in their early careers.
- In a second initiative, Crowe Germany plans to expand their training programme for audit professionals by launching a new programme specifically aimed at the senior auditor/young audit manager staff level. The multiple-day training programme addresses audit quality issues that this group of audit professionals typically faces when managing more complex financial statement audits. The topics covered range from IT-Risk Identification and Assessments under ISA 315 (Revised 2019), IT audit tool application and supervision, management of component audits under ISA 600 (Revised), and discussions about techniques to ensure high-quality audit file documentation.

## Performance Evaluation

Quality considerations are embedded in member firm performance evaluation programmes, including the following:

- For FY2025, all Crowe Australasia personnel have a quality-focused goal added to their Employee Development Program (EDP) and as part of their Key Performance Indicators. This creates a direct connection between the firm's System of Quality Management and EDP to help ensure all personnel remain accountable for quality improvement across the firm.
- Crowe MacKay incorporates quality findings into partner and engagement team evaluations. The Partner Compensation Committee considers quality results when determining partner performance and compensation.

## Evolving Technology Environment

The technology environment for delivering professional services is rapidly evolving. Generative-AI presents new opportunities as well as challenges and risks. Crowe Global initiatives that leverage new technology solutions to enhance engagement performance and quality within a responsibly managed environment include:

- Crowe LLP has embedded a generative AI-enabled chat bot in Crowe Clarity, the firm's Audit Knowledge Platform, which allows auditors to quickly and effectively search for answers to their methodology and policy questions. Crowe Ignite is a new AI-enabled tool that assists in journal entry testing.
- Crowe Australasia has built an AI meeting assistant called-ScribeX, which joins Microsoft Teams meetings to help capture key details and action items. ScribeX is like having a dedicated notetaker in every meeting, ensuring nothing important is missed. It listens to the conversations and discussions, using speech recognition and natural language processing to understand the context and identify important points.
- Crowe Peak (Netherlands) is pursuing intelligent audit process automation to improve efficiency and quality, including setting up an AI Lab to produce high-quality tooling.



## Engagement Performance

The performance of quality engagements is being enhanced by many initiatives, including these examples:

- “In Flight Technical Support” at Crowe UK LLP involves a central team that provides real-time support to the audit teams on larger and listed audits and challenges them to ensure they have met Auditing Standards requirements. Crowe UK LLP has also strengthened the Engagement Quality Review (EQR) function by recruiting a Specialist Director who assists the EQR Partner on larger, more complex assignments so that they work as an EQR team.
- Crowe Peak has increased attention and time spent on fraud risk during all stages of the audit engagement.
- Crowe MacKay has implemented lockdown compliance monitoring on a file basis, including controls for reporting to elevate to the CEO and Head of Quality if a team is approaching the deadline for lockdown.

## Monitoring and Remediation Activity

ISQM 1 greatly enhanced the requirements for monitoring and remediation of the System of Quality Management. Alongside the formal adoption of the requirements, member firms are using monitoring and remediation as a practical approach to business improvement as illustrated by these examples:

- Crowe Australasia has elevated Monitoring and Remediation by formalising both a Root Cause Analysis Procedure and a System of Quality Management Evaluation Procedure. These draw influences from ISQM, ISO 9001:2015, and industry neutral root cause analysis practices.
- Crowe Peak has introduced more dynamic quality reviews of audit engagements by moving from reviews after finalisation towards more reviews during the engagement. This means that issues arising from the review can be addressed in real time, thereby improving engagement quality.



# Quality Collaboration Across Borders

Effective collaboration between engagement team members and their clients is critical to delivering quality professional services. Doing so leads to integrated and consistent service delivery.

Crowe Global promotes innovative technological solutions to facilitate collaboration. Cloud technology has revolutionised the information sharing between firms and their clients. Engagement performance is more efficient and effective. Improved access to information enables the use of more advanced data applications, improving detailed engagement performance and analysis.

Following the implementation of enhancements to group audit standards, Crowe Global has prepared new resources to support the performance of cross-border audits. These resources support engagement leaders in meeting their objectives and are beneficial for quality and efficiency.

Sharing expertise and experience supports collaboration. Crowe's professional disciplines and expert industry groups have platforms and events that encourage knowledge sharing and the development of engagement approaches. Consistent quality professional solutions are the result of this collaboration.

The foundation to effective collaboration is a consistent ethical environment. Crowe Global is committed to the application of the Code of Ethics of the International Ethics Standards Board for Accountants (IESBA). Core principles of integrity, objectivity, competence, confidentiality, and behaviour are integral to delivering professional services, especially in an international environment.

## Crisis Management and Communication

Crowe Global is committed to mitigating the impact of crises should they arise. Training is mandatory for all member firms through the network's Crisis Training Programme. The annual programme provides both strategic knowledge on how to best prevent a crisis from occurring as well as guidance on the most appropriate responsive action. Training content is tailored to the accounting industry and reinforces the network's established crisis protocols, which support the network's Global Crisis Policy.

The Global Crisis Policy defines the network's requirements related to crisis procedures for member firms. The policy is reviewed annually by the Global Crisis Team, which consists of the Chief Executive Officer and Chief Operating Officer.

The Crisis Training Programme and the Global Crisis Policy are reviewed each year in line with the Audit and Risk Committee Report, which provides a risk overview for the network.

## Personal Data Security

Adhering to global personal data and privacy regulations is a key part of our commitment to maintaining quality standards. Crowe Global implements an agile technology solution across the global website platform provided by TrustArc to ensure that, regardless of a visitor's geographical location when accessing a Crowe website, they have control over their online privacy. Visitors can choose whether to share personal data with Crowe. Obtaining meaningful consent and informing visitors about how information is collected are essential for complying with global data quality standards. This approach helps build trust in Crowe and ensures the user has the intended online experience.

## Website Security

Website security is central to Crowe's commitment to consistently provide quality information to stakeholders worldwide. The global website platform is secured through a web application firewall (WAF) and server security services. Collectively, these measures defend the site against cyberattacks, ensuring network infrastructure stability and uninterrupted access for member firms.

# Firms That Provide Audit Services

List shown as of 31 December 2024

Country	Firm
Afghanistan	Crowe Horwath - Afghanistan
Albania	Crowe AL SHPK
Algeria	Cabinet D'Audit Hamza et Associes
Andorra	Crowe Andorra SL
Angola	Crowe Angola - Auditores e Consultores, S.A.
Argentina	Canepa, Kopec y Asociados SRL
Armenia	Crowe & Asatryan LLC
Australia	Crowe Australasia
Austria	Crowe SOT
Azerbaijan	Crowe Baltic Caspian Audit LLC ABAK-Az Crowe Ltd.
Bahamas	Crowe Bahamas
Bahrain	Crowe BH
Bangladesh	Ahmed Mashuque and Co.
Barbados	Crowe BDS SRL
Belgium	Callens, Vandelanotte & Theunissen
Belize	Crowe Belize LLP
Bolivia	Crowe Horwath Bolivia SRL
Botswana	Crowe Goel & Associates

Country	Firm
<b>Brazil</b>	Crowe Consult Consultoria Empresarial
	Crowe Macro Auditoria e Consutoria Ltda.
	Consult Auditores e Consultores Associados
<b>British Virgin Islands</b>	Crowe (BVI) Limited
<b>Bulgaria</b>	Crowe Bulgaria Audit EOOD
<b>Cambodia</b>	Crowe (KH) Co. Ltd.
<b>Cameroon</b>	Okalla Ahanda & Associes
	Crowe BGK LLP
<b>Canada</b>	Crowe MacKay LLP
	Crowe Soberman LLP
<b>Cayman Island</b>	Crowe Horwath Cayman Limited
<b>Chile</b>	Crowe Auditores Consultores Ltda.
<b>China</b>	Crowe China Certified Public Accountants
	Beijing Dehao International Certified Public Accountants
<b>Colombia</b>	Crowe Co S.A.S.
<b>Costa Rica</b>	Crowe Horwath CR, S.A.
<b>Cote d'Ivoire</b>	Uniconseil
<b>Croatia</b>	Crowe Hrvatska
<b>Curacao</b>	ACC & Partners B.V.
<b>Cyprus</b>	Crowe Cyprus Limited
<b>Czech Republic</b>	Crowe Advartis Audit s.r.o.
<b>Denmark</b>	Crowe Statsautoriseret Revisionsinteressentskab

Country	Firm
<b>Dominican Republic</b>	Sotero Peralta & Asociados
<b>Ecuador</b>	Romero y Asociados Cia. Ltda.
<b>Egypt</b>	Crowe Dr A.M. Hegazy & Co
<b>El Salvador</b>	Integrity Auditing Group, Ltda. de C.V.
<b>Estonia</b>	Crowe DNW Ltd.
<b>Finland</b>	Maura Audit Oy
	Avvens Management
	Becouze & Associes
	Cogefis Associes
	Crowe Reunion
	Dauge Fideliance
	Dupouy & Associes
	Fideliance
<b>France</b>	Fiduroc
	Groupe Ficorec
	Crowe HAF
	RSA
	SAS Groupe Rocard
	Sogec
	Crowe Fidelio Audit
<b>French Polynesia</b>	Horwat Tahiti
<b>Georgia</b>	Crowe GE LLC

Country	Firm
<b>Germany</b>	Dr. Kleeberg and Partners GmbH
	Möhrle Happ Luther Wirtschaftsprüfungsgesellschaft GmbH
	HSA Horwath GmbH Wirtschaftsprüfungsgesellschaft
	RWT Crowe GmbH Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft
	BPG Beratungs- und Prufungsgesellschaft GmbH Wirtschaftprufungsgesellschaft Steuerberatungsgesellschaft
<b>Ghana</b>	Veritas Associates
<b>Greece</b>	Crowe SOL
<b>Guatemala</b>	Vertice Financiero S.A.
<b>Guyana</b>	Crowe Burgos-Solomon Inc.
<b>Honduras</b>	Horwath Central America, S. de R.L. de C.V.
<b>Hong Kong</b>	Crowe (HK) CPA Ltd.
<b>Hungary</b>	Crowe FST Consulting Kft
<b>India</b>	JC Bhalla & Co.
<b>Indonesia</b>	Persekutuan Perdata Akuntan Publik Teramihardja, Pradhono & Chandra
	Crowe Indonesia Teknologi PT
<b>Iraq</b>	Crowe Professional Auditors LV
<b>Ireland</b>	Crowe Ireland
<b>Isle of Man</b>	Crowe Isle of Man LLC
<b>Israel</b>	Strauss Lazar & Co.

Country	Firm
<b>Italy</b>	Crowe AS SpA
	Simple Audit SRL
<b>Japan</b>	Crowe Toyo & Co.
<b>Jordan</b>	Ibrahim Yaseen & Partners Co. – Professional Auditors
	Al-Tillawi, Al-Khateeb Company & Partner Co.
<b>Kazakhstan</b>	Crowe Kazakhstan
<b>Kenya</b>	Crowe Erastus & Co.
	Crowe COR LLP
<b>Kosovo</b>	Crowe Audit PKR Kosova LLC
<b>Kuwait</b>	Cowe Al Muhanna & Co.
<b>Latvia</b>	Crowe DNW SIA
<b>Lebanon</b>	Crowe Professional Auditors LV
<b>Liberia</b>	Crowe Liberia LLC
<b>Liechtenstein</b>	Crowe Treuhand AG
<b>Lithuania</b>	UAB Crowe LT
<b>Luxembourg</b>	C-CLERC S.A.
<b>Malaysia</b>	Crowe Malaysia PLT
<b>Maldives</b>	Crowe Maldives LLP
<b>Mali</b>	Inter Africaine d'Audit et d'Expertise (IAE-SARL)
<b>Malta</b>	Horwath Malta
<b>Mauritius</b>	Crowe Horwath ATA
<b>Mexico</b>	Gossler SC
<b>Moldova</b>	Crowe Audit FPA SRL
<b>Montenegro</b>	Crowe MNE

Country	Firm
<b>Morocco</b>	Horwath Maroc Audit
<b>Mozambique</b>	Crowe Horwath Mozambique Limitada
<b>Nepal</b>	B. K. Agrawal & Co.
<b>Netherlands</b>	Crowe Foederer B.V. Crowe Peak B.V.
<b>New Zealand</b>	Crowe Australasia (NZ)
<b>Nicaragua</b>	Crowe NI S.A.
<b>Nigeria</b>	Crowe DaFinone
<b>Norway</b>	Vidi Revision AS Crowe Partner Revision AS
<b>Oman</b>	Crowe Mak Ghazali LLC
<b>Pakistan</b>	Crowe Hussain Chaudhury And Co.
<b>Panama</b>	Crowe Panama Services SA
<b>Paraguay</b>	J.C. Descalzo & Asociados
<b>Peru</b>	Roncal, D'Angelo y Asociados S. Civil De R.L.
<b>Philippines</b>	Ramon F. Garcia & Company CPAs
<b>Poland</b>	Poland Audit Services Sp. z o.o.
<b>Portugal</b>	Crowe & Associados, SROC, Lda.
<b>Puerto Rico</b>	Crowe PR PSC
<b>Qatar</b>	Adib Al Chaa & Co Chartered Accountants
<b>Romania</b>	Finexpert - Boscolo Consulting SRL
<b>Saint Vincent and Grenadines</b>	Crowe SVG Ltd.
<b>Saudi Arabia</b>	Crowe Solutions for Professional Consulting (KSA)
<b>Senegal</b>	Max Consulting Group (MCG)

Country	Firm
<b>Serbia</b>	Crowe RS doo
<b>Sierra Leone</b>	Crowe Decker & Partners
<b>Singapore</b>	Crowe Horwath First Trust LLP
<b>Slovakia</b>	Crowe Advartis Assurance s.r.o.
	Crowe HZK
<b>South Africa</b>	Crowe JHB
	Crowe Winelands (Pty) Ltd.
<b>South Korea</b>	Hanul LLC
<b>Spain</b>	Crowe Auditores España S.L.P
<b>Sri Lanka</b>	Gajma and Co.
<b>Suriname</b>	Crowe Burgos Accountants N.V.
	Sydrevisioner Vast AB
	Kindberg Revision AB
	Sydrevisioner Aktiebolag
<b>Sweden</b>	Crowe Osborne AB
	Crowe Västerås AB
	Nyström & Partners Revision KB
	Crowe Tonnerviks Revision AB
	Tonnerviks Horwath Revision Skane AB
	Alfa Treuhand- und Revisions AG
<b>Switzerland</b>	Crowe Curator Audit AG
	S&A Tax and Audit SA
<b>Syria</b>	Crowe Professional Auditors LV
<b>Taiwan</b>	Crowe (TW) CPAs
<b>Tajikistan</b>	Crowe ACG

Country	Firm
<b>Tanzania</b>	Crowe Tanzania
<b>Thailand</b>	ANS Audit Company Limited
<b>Togo</b>	Crowe TG Icaaf Sarl
<b>Tunisia</b>	Cabinet Zahaf et Associes
	Horwath ACF
	Kavram Bağımsız Denetim ve Danışmanlık A.Ş.
<b>Turkey</b>	Crowe Horwath Olgu Bagimsiz Denetim ve YMM A.S.
	Crowe HSY AB
<b>Turks &amp; Caicos</b>	Crowe Belize Limited
<b>Uganda</b>	Crowe AIA
<b>Ukraine</b>	Crowe DNW Ukraine LLC
	Inter-Audit Crowe LLC
	AC Crowe Ukraine
	Crowe Erfolg Ukraine LLC
<b>United Arab Emirates</b>	Crowe Mak
<b>United Kingdom</b>	Crowe U.K. LLP
<b>United States</b>	Crowe LLP
	TRUSTA, An Accountancy Corporation
<b>Uruguay</b>	Stavros Moyal y Asociados SRL
<b>Uzbekistan</b>	Crowe TAC
<b>Venezuela</b>	SC Marquez Perdomo & Asociados
<b>Vietnam</b>	Crowe Vietnam Co., Ltd.
<b>Yemen</b>	Crowe AHFAD
<b>Zimbabwe</b>	Crowe Zimbabwe



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## About Crowe Global

For over 100 years, Crowe has been helping to make smart decisions for multinational clients working across borders. Ranked one of largest accounting network in the world, Crowe has over 200 independent accounting and advisory firms in over 150 countries. The network has a total global workforce of more than 42,000 professionals and global revenues of US\$5.8 billion.

Our leaders work with governments, regulatory bodies, and industry groups to shape the future of the profession worldwide. Their exceptional knowledge of business, local laws, and customs provide lasting value to clients undertaking international projects.

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