



ANNUAL REPORT 2024

**BUSINESS
KNOWLEDGE
RELATIONSHIPS**

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MESSAGE FROM THE WORLDWIDE CEO

I started last year's report with a sentence stressing the importance of looking to the future. The intervening 12 months have seen the initial results of our strategy work come to fruition. As **Marycris Oplas** (Manila), our worldwide chair, points out, we have a new strap line, '|Business | Knowledge | Relationships|,' which gives us the pillars to take business forward. We have a completely new brand, which highlights our green future and a renewed relevance in the financial world. Complementing this, we also have a completely new website that is much more usable by members and gives them a much greater understanding of what BKR has to offer. We are now well positioned to move our strategy work forward, and we are looking at getting more out of the resources we must ensure we are able to do more business together.

The Washington, DC, meeting in October last year was a great success, with a 10% increase in participation. **Steve Braunstein, Barbara Kromer,** and all the team from **Snyder Cohn,** PC hosted us superbly, and Washington, DC, was a perfect destination. Our program, themed 'What Will Your Legacy Be?' allowed us to bring in some first-rate speakers that enabled us to put an interesting

program together. It is also great to welcome our new Americas Regional Director, **Donna Raper,** who joined us on January 1, 2024. Donna brings a wealth of experience in both the accountancy sector, having been executive director of another major association of accountants and, more recently, in the corporate world as chief of staff of a major healthcare plan provider.

I am sad to be announcing my retirement, but, after nine years, it is time for me to move on to a newer, more relaxing lifestyle. As I said in my note to all members, I am very grateful to all the members of BKR International and all the staff at BKR for the support and friendship given to me. A special thanks must go to Marycris, who, as worldwide chair, has shown me such loyalty. She is an inspirational chair. I wish my successor all the best and hope they enjoy the role as much as I have. Thanks to all of you.



Tim Morris, Worldwide CEO



MESSAGE FROM THE WORLDWIDE CHAIR

As I started my second year as your chair, it seems like yesterday that I took over in Amsterdam, but a lot has happened since then.

Our 2023 Annual Worldwide Meeting in Washington, DC, in October saw us rebrand, launch a new website, and agree to our future strategy. Our new logo conveys stability, affluence, and renewal, giving BKR a renewed relevance in the financial world. Our new rebranding video really highlighted this. If you have not had the opportunity to see it, I recommend it to you; the rebranding video is [here](#). I hope you have had the chance to add the new brand logo to your own websites.

Added to this is our new website, which again has a really modern feel and much greater functionality. Its new 'Groups' feature is a great way of keeping up with professional developments in the industry. I really recommend you sign up for the groups that interest you. The new BKR Strategy is designed to build a future-ready association

fit for its members and those they employ and serve. It involves a mindset shift, enabling BKR and its member firms to work smarter, share knowledge better, and build wider relationships. Our message of '|Doing Business |Sharing Knowledge |Building Relationships|' is powerful and really describes what we are about. I am proud to have taken our strategy forward.

Our meeting in Washington, DC, was a great success. With our numbers just under 200, it was a 10% increase in our attendance in Amsterdam in 2022 and is returning to pre-COVID levels. Our theme of 'What Will Your Legacy Be?' allowed us to cover some really useful topics. I especially liked looking at both sides of the journey towards being a partner. At the more mature end of the spectrum, we had **Geoffrey Lewis** (Dublin) and **Stephen Roger** (Sydney) looking at their legacies as they presented their thoughts on 'Preparing the Future Generation,' and, at the younger end, **Ankit**

Chadha (Mumbai) gave us his thoughts on being an 'Upcoming Leader.' It was fascinating to see it from both perspectives and what we need to look at when bringing on new partners.

It was nice to welcome **Anoop Mathew** from **Hurmuz Accountancy Consultants & Services LLC** (Muscat) to his first meeting and welcome back the team from **Deming, Malone, Livesay & Ostroff, CPAs** (Louisville), who have just rejoined BKR. On the Worldwide Board, **John Beauston** (Charleston) attended his first meeting as chair of the Americas Region, and I look forward to working with him. Finally, a special thanks must go to **Steven Braunstein, Barbara Kromer**, and all the team from our hosts, **Snyder Cohn, PC** (Washington, DC), who really showed off what a great city Washington, DC, is.

As our CEO has mentioned, there has been movement amongst the staff. We welcome **Donna Raper** as the new Americas Regional Director.

She brings a wealth of experience from the industry. Sadly, our CEO, **Tim Morris**, has announced his retirement. I shall be very sorry to see him leave us after nearly nine years with BKR. I have enjoyed working with him, and I wish him all the best for the future. Knowing him, he will be busier than ever in retirement.

I wish you all the best for 2024, and, if you have any questions about BKR, do contact me or any of the BKR Executive Team.



Marycris Oplas,
Worldwide Chair
Manila, Philippines

MESSAGE FROM THE AMERICAS CHAIR

The past year was filled with many positive changes, including leadership in the Americas Region. Effective July 1, 2023, I became chair of the Americas Regional Board, and **Francisco Perdomo** (San Juan) became the vice chair/treasurer. Many thanks to Outgoing Chair **Jeremy Vokt** (Omaha), who continues to serve on the Americas and Worldwide Boards, for his dedication to BKR.

Additionally, I am excited to welcome **Donna Raper** as the new Americas Regional Director. Donna has a wealth of experience in the accountancy sector, having been executive director of another major association of accountants. More recently, she was chief of staff of a major healthcare plan provider. I know she will be a great asset to the Americas Region!

Member development continues to be a top priority in the region and worldwide. Former BKR Member **Deming, Malone, Livesay & Ostroff, CPAs** (Louisville) resigned from an international network and rejoined BKR effective October 1, 2023, after attending the Americas Regional Meeting in Mexico City. We are excited to have them back.

We encourage all members to share the benefits of BKR membership with their colleagues and contact the Executive Office if you know of a qualified firm in a location where we are not currently represented.

Member Ambassadors will be called up for visits and to join calls whenever the opportunity exists. It takes ongoing effort, as the membership process is based on many factors, including a firm's commitment to peer-to-peer sharing and supporting talent, expertise, focus on growth, geography, quality, and more.

We continue to partner with the AICPA Foundation to support the pipeline of future leaders in the profession. In addition, we presented Sofia Rojas Cortes with the Sheldon B. Webster Scholarship at our Americas Regional Meeting in Mexico City. We are also proud of the continued success of the Leadership Institute. The 2023 cohort graduated in November in New York City. We are currently investigating various options for the next Leadership Institute and will contact members when details have been finalized.

Other highlights include: the addition of a new Indirect Canadian Tax Practice Group for the purpose of supporting the indirect tax practices within BKR's Canadian firms, led by **Mona Tessier** (Ottawa); well-attended Managing Partner Roundtables and the annual US Tax Workshop; and BKR's Sustainability Toolkit training with David Bassiouni of The Bassiouni Group, who led four virtual sessions, which were all recorded. The much-anticipated BKR Sustainability Toolkit, developed by The Bassiouni Group with assistance from **Wali Aziz** from BKR Member Firm **Walker Wayland - NSW** (Sydney), was made available to members in November. View it [here](#).

We are currently finalizing the details for our 2024 regional meeting in Atlanta, May 18-21, which will include two days of business meetings, tours for members and companions, a welcome dinner, and our Gala. Managing Partners and staff members will have educational tracks for CPE credit. BKR's Governmental/Not-for-Profit Accounting and Auditing Practice Group Meeting will be held on May 18 in conjunction with the Americas Meeting for additional CPE credit.

Bring your best and brightest to take advantage of the content and to engage with fellow members.

Important meeting updates will be included in our weekly Americas E-Update. If you are not signed up for the E-Update, be sure to create a BKR account and maximize your benefits by joining one or more groups. I encourage you to explore our new website and be sure to use BKR's updated logo on your website, business cards, and/or stationery. Both were unveiled at the recent Worldwide Meeting in Washington, DC.

I look forward to seeing you in Atlanta in May!

Best wishes for a happy 2024 and a successful tax season!



John Beauston,
Americas Regional Chair
Charleston, South Carolina,
USA

MESSAGE FROM THE ASIA-PACIFIC CHAIR

As we compile the insights and successes of the Asia-Pacific Region in 2023, it is with immense pride and enthusiasm that I share the transformative journey we have undertaken together.

The past year has been a testament to our resilience and collaborative spirit, demonstrated through successful events such as the Asia-Pacific Regional Conference in Taipei, the Future Leaders Program in Kuala Lumpur, the Managing Partners Meeting of the India Subregional Groups, and reconvening of the Australasia and China subregions. These gatherings have not only strengthened our bonds but have positioned our region as a dynamic force committed to excellence and continuous improvement.

I am delighted to report that our commitment to embracing change is not limited to our operational endeavors. The Asia-Pacific Region has warmly embraced the rebranding of BKR, and the impact of the new brand has been resoundingly positive both in our external interactions and internal camaraderie. The refreshed identity of BKR reflects our commitment

to innovation, collaboration, and a future-focused approach.

Externally, the new brand has garnered attention and admiration, signaling to our clients and partners that BKR is at the forefront of positive change within the industry. The modernized visual identity aligns seamlessly with our values, presenting a cohesive and dynamic image to the external world.

Internally, the rebranding has ignited a renewed sense of pride and unity among our member firms. The new brand serves as a rallying point, symbolizing our shared commitment to excellence, collaboration, and staying ahead of industry trends. The positive impact on internal audiences is evident in the enthusiasm and energy with which our members have embraced the new identity.

This rebranding journey aligns with our broader commitment to adaptability and forward-thinking. It is a reflection of our region's ability to navigate change with agility, ensuring that we not only keep pace with industry developments, but also lead the way in setting new standards of excellence.

As we celebrate the successes of the past year, let us also acknowledge the significance of our collective journey toward a bold and vibrant future. The Asia-Pacific Region is not just a collection of member firms; it is a community that embraces change, innovation, and collaboration to navigate new horizons.

Wishing you all continued success and prosperity.



Carine Tan,
Asia-Pacific Regional Chair
Kuala Lumpur, Malaysia

MESSAGE FROM THE EMEA CHAIR

As we embark on the journey that is 2024, I am deeply honored to address you as the chair of our distinguished EMEA chapter. This year, our focus will be on “Building Capacity,” and I want to underscore the critical role of trust and confidence in achieving this overarching theme. In the face of formidable geopolitical and economic challenges, our collective commitment to these principles will be our guiding light.

Trust is the bedrock upon which all enduring relationships are formed. It is the glue that binds us together, fostering **Business**, collaboration, and cooperation. In 2024, let us reaffirm our dedication to trust, ensuring that every interaction, every promise, and every engagement reinforces the trust that defines our network.

Knowledge-sharing is the heart of our progress. In 2024, let us continue to prioritize the exchange of insights, best practices, and industry trends. By sharing knowledge generously, we empower ourselves and others, ensuring BKR’s continued vitality.

Our association’s strength lies in strong **Relationships**, a source of resilience and creativity. In a world marked by uncertainty, our unity

becomes our greatest asset. Let us harness the power of our diverse perspectives shared transparently to drive innovation, collaboration, and progress.

I want to express my heartfelt gratitude to each member of BKR’s EMEA Region. Your unwavering dedication, expertise, and commitment to our alliance are the driving forces behind our shared success.

Our regional conference will be in Milan, Italy an amazing city in a wonderful country, from June 1-3. Join us for a journey of learning, collaboration, and inspiration in the heart of this captivating country.

Excellent value for continuation and succession is brought by the Future Leaders programme and the Business Development Groups (Audit, Global Mobility, M&A, Tax, Transfer Pricing, and VAT).

Together, guided by trust and confidence, we will navigate the complexities of 2024, bolster our capacity, cultivate business growth, share knowledge, and develop quality relationships.

This year promises to be one of

achievement and resilience, and I am excited to embark on this journey with you.

Thank YOU for your trust!



Iulia Lascau,
EMEA Chair
Bucharest, Romania



[View full survey here](#)

Associations: Fee Data

Rank	Name	Fee income (US\$m)	Last Year's fee income (US\$m)	Growth rate (%)	Fee split (%)					Year-end
					Audit & Assurance	Accounting services	Tax services	Advisory	Other	
1	Praxity*	8,773.8	7,941.9	10%	39	11	25	20	4	Dec-22
2	Allinial Global*	4,985.0	4,531.3	10%	28	17	28	19	8	Dec-22
3	PrimeGlobal*	3,943.4	3,508.6	12%	35	22	22	13	8	May-22
4	GGI*	3,457.0	3,286.0	5%	6	21	32	35	6	Dec-22
5	LEA Global/Leading Edge Alliance*	2,356.9	2,227.3	6%	31	14	30	14	11	Dec-22
6	AGN International*	1,580.4	1,419.2	11%	28	21	31	8	12	Dec-22
7	BKR International*	1,555.6	1,522.8	2%	35	21	25	9	10	Jun-22
8	DFK International (1)	1,445.1	1,527.0	-5%	31	19	30	11	9	Dec-22
9	Morison Global*	1,006.7	1,061.9	-5%	31	20	29	11	9	Oct-22
10	MSI Global*	907.0	871.3	4%	24	26	28	15	6	Dec-22
11	Integra International (2)	622.1	656.1	-5%	30	27	21	16	7	Dec-22
12	INAA Group*	554.8	557.3	0%	26	23	27	21	3	Dec-22
13	BOKS International*	369.9	384.9	-4%	10	27	33	25	6	Dec-22
14	INPACT* (3)	340.3	282.0	21%	32	18	36	7	6	Dec-21
15	Antea*	318.1	331.5	-4%	26	23	21	18	12	Dec-22
16	GMN International*	259.6	272.4	-5%	22	32	24	10	12	Sep-22
17	Abacus Worldwide*	249.6	272.8	-9%	38	20	28	13	2	Dec-22
18	EAI International* (4)	172.8	159.7	8%	47	21	21	6	5	Dec-22
19	UC&CS Global (5)	61.0	68.8	-11%	44	-	44	12	-	Dec-22
Total fee income		32,959.1	30,883.0	7%						

2024 MEETING SCHEDULE



AMERICAS REGIONAL

MAY 18 - MAY 21

ATLANTA, GEORGIA



EMEA REGIONAL

JUN 1 - JUN 3

MILAN, ITALY



ASIA-PACIFIC REGIONAL

JUN 15 - JUN 17

KUALA LUMPUR, MALAYSIA



WORLDWIDE

OCT 26 - OCT 29

TOKYO, JAPAN

MEMBER FIRM LOCATIONS

AMERICAS

Argentina
Bermuda
Bolivia
Brazil
Canada
Chile
Colombia

Costa Rica
Dominican Republic
Ecuador
El Salvador
Honduras
Mexico
Panama

Paraguay
Peru
Puerto Rico
United States of America
Uruguay
Venezuela

ASIA-PACIFIC

Australia
China
India
Indonesia
Japan

Korea
Malaysia
Nepal
New Zealand
Pakistan

Philippines
Singapore
Taiwan, China
Uzbekistan

EMEA

Andorra
Austria
Azerbaijan
Belgium
Cyprus
Egypt
France
Germany
Greece
Guernsey
Hungary
Iraq
Ireland
Isle of Man
Israel

Italy
Kenya
Kuwait
Lebanon
Liechtenstein
Luxembourg
Malta
Mauritius
Morocco
Netherlands
Nigeria
Norway
Oman
Palestine
Portugal

Romania
Rwanda
Saudi Arabia
Slovakia
South Africa
Spain
Sweden
Switzerland
Togo
Tunisia
Turkey
United Arab Emirates
United Kingdom