



Grant Thornton

**Discover
Grant Thornton**



A photograph of two men in dark suits and ties sitting at a long wooden conference table in a modern office. They are both looking at laptops. The man on the left is looking down at his laptop, while the man on the right is looking towards the camera with a slight smile. The office has large windows in the background showing a city skyline. A large blue graphic overlay is on the left side of the image.

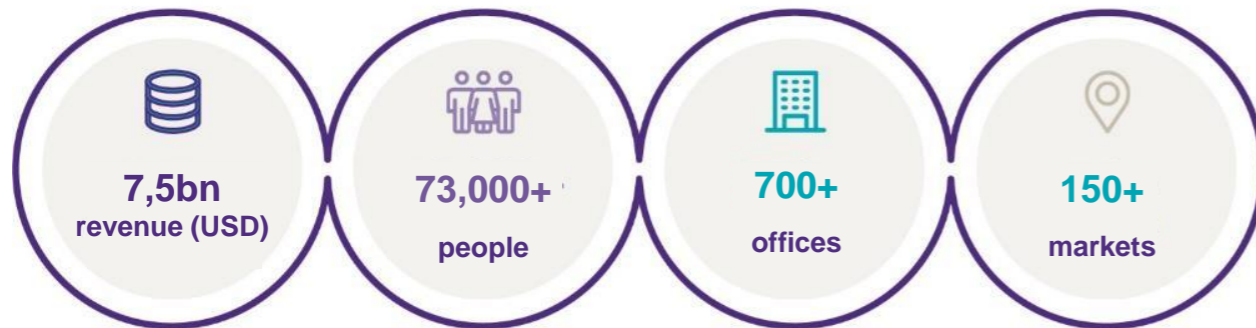
When local expertise meets
global capabilities

Our global presence

We're a network of independent assurance, tax and advisory firms, made up of 73,000+ people in over 150 countries. And we're here to make business more personal and build trust in to every result.

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.



Over 80%

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



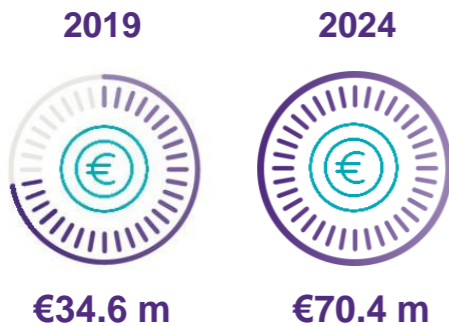
Our presence in Greece

Grant Thornton Greece is a leading provider of audit, tax and advisory services. With our presence in 5 cities in Greece and a headcount of 1,300 people, we apply strong technical expertise and extensive experience to ensure that our clients receive a truly different experience. We offer an integrated approach, focusing on our clients' needs, draw on the knowledge arising from our local insight and understanding, combined with our global presence.

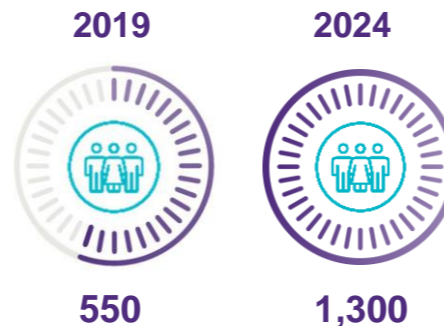
Through our promise **“Go Beyond. Move forward together”**, we positively shape tomorrow together, we move together into the new era and we stand by our people, our society, our clients and our partners, at every step. We redefine the way the businesses operate and go beyond the “business as usual” concept.



Revenue growth (2019 - 2024)*



Personnel growth (2019 - 2024)*



*Fiscal Year 1/7 – 30/6



What defines our unparalleled edge



over **50**
multinationals



9/10
of our clients would
recommend us
to another
organization



43.5%
growth in Tax
(2019 - 2024)*



163%
growth in Advisory
(2019 - 2024)*



31
years track record



70.4m
revenue in 2024*



more than **60**
listed companies



No.1
fastest growing
professional services
firm



55
Partners



No.1
in listed entities**



Among the
Top NPS
across the global network



82%
NPS – Net Promoter
Score



92%
of our clients think that our
people developed effective
relationships with
their team



9/10
of our clients say that
our team was the right
fit for their needs

*Fiscal Year 1/7 – 30/6

**Source: ICAP Survey, September 2024 (using data of 2022)

Certificates



ISO 27001:2013

International standards for **Information Security Management System**



ISO 14001:2015

International standards for **Environmental Management System**



ISO 9001:2015

International standards for **Quality Management System**



ISO 45001:2018

International standards for **Occupational Health and Safety (OH&S) Management System**



ISO 22301:2019

International standards for **Business Continuity Management Systems**



ISO 37001:2016

International standards for **Anti-bribery Management Systems**

Distinctions & Awards



Grant Thornton was certified, for the second consecutive year, as a **Great Place to Work**, standing out for its excellent working environment and corporate culture, following an evaluation carried out by the Great Place to Work Hellas organization.



Grant Thornton was placed for the second consecutive year among the **Best Workplaces™ for Women Hellas 2024**, standing out for its culture that nurtures diversity, equity and inclusion.



Grant Thornton received the **“Health and Wellness Initiatives”** award, during the “Health & Safety Awards 2022” ceremony, for providing guidance and supporting our people to improve their daily lives.



Grant Thornton became one of the 18 companies in Greece that received the **SHARE Equality Label**, which reflects the promotion of practices and initiatives aimed at facilitating gender equality.



Being awarded by *Superbrands Greece*, the world's largest independent arbiter of branding, Grant Thornton is identified as one of **Greece's strongest corporate brands**.



Grant Thornton is one of the three winners of the **“Innovation Management Awards”** for pioneering work in automation.



Grant Thornton is one of the 50 **“World's most attractive global employers”** for a third consecutive year, according to the Universum Talent Survey of more than 290,000 business and engineering/IT students from 12 of the world's largest economies.



Grant Thornton Greece is one out of six Grant Thornton firms globally to host our bespoke **Centre of Excellence**, which offers a unique framework for delivering an entire suite of valuation services.

International Business Centres

International Business Centres (IBCs) fill a unique role as gateways to worldwide resources, bring member firms together and co-ordinate international projects.

They provide Grant Thornton member firm clients with concentrated, specialised services while operating as a hub for global communications, strategy and regionally focused business expertise.

The infrastructure to enable you to draw on our deep global expertise

27 IBCs covering every region, providing access to in-country professionals with a deep understanding of the local marketplace

IBCs offer the opportunity to leverage global experience and regularly assist clients in the following ways:

- Coordinating multinational assignments
- Advising on member firm capabilities
- Managing business development initiatives across network
- Sharing credentials of member firms

Representing the region of **Southeastern Europe**, the IBC Directors of Grant Thornton Greece have taken the **lead in coordinating** the Member Firms of this region (Cyprus, Northern Macedonia, Turkey, Bulgaria, Albania, Romania and Moldova).



Departments & Industries



Service Lines

Assurance

ESGRC

BGA

Advisory

Deals Services

Strategy & Investments

Technology

Energy Sector

Tax & BPO

Business Process
Outsourcing

Tax

Industries

Financial Services

Public Sector

Assurance Services



Assurance Services

Organizations 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.

Today's global marketplace is constantly changing and evolving, but dynamic businesses are agile, adapting to the environment. Auditing and financial reporting remains high on the agenda as the implications of not getting it right can be serious.

Robust reporting with independent opinion gives confidence to businesses who are constantly driving for open and transparent growth. Navigating this ever changing regulatory landscape requires a tailored, responsive approach, aligned to your specific needs and focused on addressing your key challenges and risks.

Grant Thornton has established standards, service delivery systems, controls and risk management systems to provide the necessary framework to meet professional standards.

Our approach to quality assurance is designed not only to ensure compliance with all relevant regulatory requirements, but more importantly to ensure that we deliver the absolute best to our clients every time we work with them.

How we can help you



- **Audit**

- Statutory Audit Services
- Tax Audit Services
- Other Assurance Services

- **Business Growth Advisory (BGA)**

- Finance Transformation services
- Financial Reporting & IFRS Consulting
- Business Modernization Services
- Management Reporting Services
- Supply Chain and Operation Transformation
- Supply Chain and Operation Services

Continuous focus on quality

We are committed to invest and enhance processes, methodologies and innovation to support high-quality audits. We use a global audit methodology with consistent application across our international network. Our auditing services uses state-of-the-art tools and technological innovation to further complement our methodology.



What defines our unparalleled edge

Grant Thornton is a leader in providing assurance services to the Greek market. Our competitive advantages are our commitment to customer service, our extensive experience and expertise.

| Audit personnel | | | |
|-----------------------|------------|------------|------------|
| Audit Firm | CPAs | Assistants | Total |
| Grant Thornton | 115 | 267 | 382 |
| PWC | 65 | 181 | 246 |
| DELOITTE | 74 | 312 | 386 |
| EY | 47 | 322 | 369 |
| KPMG | 46 | 163 | 209 |

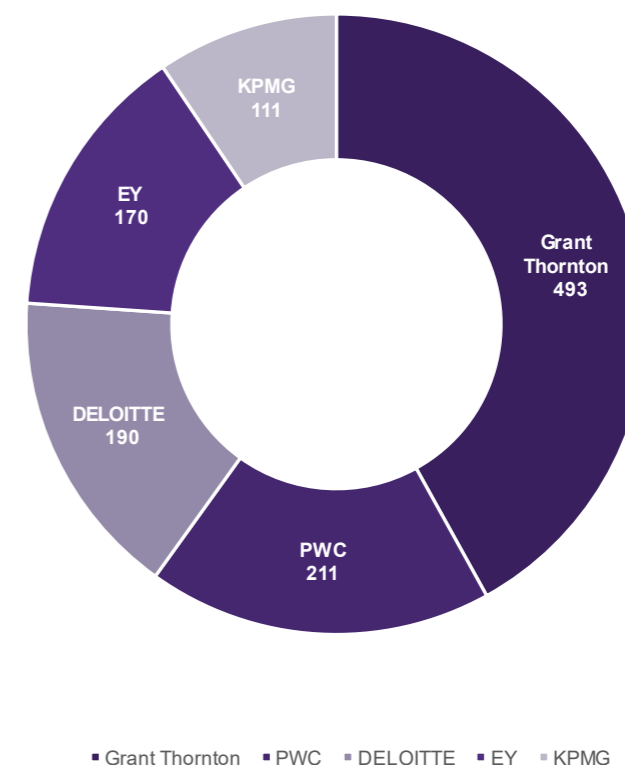
Source: Institute of Certified Public Accountants of Greece - January 2025

| Companies Financial Statements | | |
|--------------------------------|--------------------------------|---|
| Audit Firm | Total No of Audit Reports 2022 | Financial Statements of listed companies in ASE |
| Grant Thornton | 811 | 38 |
| PWC | 333 | 11 |
| DELOITTE | 311 | 10 |
| EY | 279 | 10 |
| KPMG | 204 | 9 |

Source: ICAP Survey, September 2024 (using data of 2022)

Balance sheets per company based on IFRS

Source: ICAP Survey, September 2024 (using data of 2022)



Tax Services



Tax Services

Tax regulations have become, both at a national and international level, highly complex and consequently the level of difficulty in their interpretation and application has increased too.

The complexity of tax law has rendered both individuals and businesses almost helpless to come in terms with it and struggle to be tax compliant. Thus, the necessity of acquiring high quality tax services has become extremely crucial. Tax risks have to be mitigated, business opportunities need to be exploited and crucial decisions have to be taken and implemented without delay in a tax effective manner.

We provide consulting services to businesses and individuals on tax matters either on an “ad hoc” or continuous tax support basis.

How we can help you



- Corporate tax
- Corporate tax compliance
- International tax
- Transfer pricing
- Tax controversy
- Private Client Services
- Indirect taxes
- Tax restructuring
- Diagnostic tax review
- Tax efficient supply chain planning

A woman with dark hair in a ponytail, wearing a white button-down shirt, is seated at a desk in a dimly lit office. She is looking intently at a laptop screen. In the background, several computer monitors are visible, and a desk lamp provides a warm glow. A teal diagonal line runs across the image from the top left towards the center. The overall atmosphere is professional and focused.

Business Process Outsourcing

Business Process Outsourcing

Transferring non-core yet important activities outside the company and assigning them to specialists - external partners is the best practice applied by the companies seeking to maximize efficiency and cut costs.

Grant Thornton provides extensive experience in the field of payroll, personnel administration and business process outsourcing services for all types of companies. Our services are tailored to the needs of each company according to the labor and insurance legislation.

Grant Thornton focuses on the quality of the provided services at every client individually. The wide range of clients provides the experience, enabling us to face the potential problems and can help companies unlock business insights. All services are rendered by specialized Business Process Outsourcing department.

How we can help you



- **Business Process Outsourcing**

- Accounting & tax services
- Property Management
- Financial services – Reporting
- Other back office service

- **HR & Payroll services**

- Payroll services
- Reporting
- Human Resources support services
- Compliance with labor, insurance and tax legislation



Financial Services

Financial Services

Financial services organizations operate under an intensively dynamic and heavily regulated environment where changes and challenges are constants.

Grant Thornton always focuses on providing clients with value added, forward looking advice. For this reason a specific Financial Services Department has been established which combines expertise from all Assurance, Advisory and Tax Business Lines. This Department consists of dedicated and experienced executives who specialize in providing services to several dynamic organizations in Financial Sector. Through a wide range of integrated services, we identify the needs of our clients and offer genuine collaborative approach ensuring flexible solutions that can be applied immediately and effectively.

We do not stop designing new services and enhancing existing ones adapting to this challenging environment. Through this ongoing process we are able to provide a full suite of services based on each business unique characteristics.

How we can help you



- Financial Advisory
- Portfolio Services
- Risk Services
- Operational Advisory
- Internal Audit & Compliance
- Audit & Assurance
- Tax & Outsourcing Services
- Environmental, Social and Governance (ESG)

A woman with blonde hair, wearing a dark blue blazer over a light blue and white striped shirt, is shaking hands with a man in a white shirt. They are in an office environment with a window in the background. A large blue diagonal graphic is overlaid on the left side of the image.

Deals Services

Deals Services

In today's international business environment, where the word "crisis" predominates and, in some cases, equals the word "opportunity", the chances of achieving successful investment opportunities are increasing for most entities or even business sectors.

The achievement of a successful transaction requires conducting a thorough assessment of every single investment opportunity, as well as the risks associated with it.

Our people are characterised by the necessary experience and expertise to facilitate integrated monitoring at every stage of a transaction and determine its detailed terms as well as to provide support after the transaction.

How we can help you



- Valuations Services
- Due Diligence Services
- Debt Advisory Services
- Mergers & Acquisitions
- Capital Markets
- Recovery & Reorganisation



Strategy and Investments Services

Strategy and Investments Services

Companies currently operate in constantly changing economic conditions.

In such a turbulent environment, enterprises attempt to improve their productivity; minimize their costs; expand their sales networks; aiming at retaining their competitiveness and at achieving sustainable growth.

Organizations need to be robust and flexible enough in order to continuously respond to all changes immediately, and to be able to redesign procedures and practices as well as to develop new solutions. We support businesses at strategic, operational and financial level. Following a customized approach for each client and focusing on their concerns, we understand their particular issues in depth and comprehend their needs, hence designing and implementing effective solutions to their needs.

We implement integrated business methodologies and practices in a coherent manner in order to guide and support our clients in major strategic, operational, financial, and administrative issues they face.

How we can help you



- Fund management
- Infrastructure Advisory
- Strategy and business planning
- Operational excellence services



Technology services



Technology services

Technology has become a key driver for success in all industries, creating new opportunities, having a significant impact on the way companies operate and thus improving business outcomes.

At the same time, adopting technology solutions can help businesses achieve their growth potential. In the ever-changing digital environment, which requires readiness and adaptability, we stand by our clients, so that they are able to identify and exploit opportunities in the sector in which they operate.

Our objective is to help clients adapt in a changing world by redefining the way they are doing business. To that end, we have brought together a team of experts, with extensive experience in a multitude of technology fields. Our expertise lies in developing digital strategies, enhancing business operations using AI, creating actionable insights through data, designing hyper-personalized customer experiences, driving new ways of working and reinventing productivity with smart automation.

We are dedicated to our clients' needs, the challenges they face, their expansion ambitions and the broader business context in which they operate. Our executive leaders are approachable, ask powerful questions, listen to your concerns and provide advice, guidance and support throughout the life-cycle of the projects.

How we can help you



- **Strategy & Consulting**

- Digital Strategy & Performance
- Hyper-Personalized CX
- Intelligent Process Automation
- Big-Data Analytics & Insights
- Intelligent Operations
- Customer Engagement

- **Technology**

- Workplace Experience (WX)
- Industry 4.0
- Security
- IoT & Smart Solutions
- Technology Services



Energy Sector Services

Energy Sector Services

Energy markets worldwide are undergoing major changes.

The Greek and South-East European market in particular, are in a steep transitional phase. In this dynamic and complex environment, Grant Thornton can provide you with its expertise in energy markets combined with deep knowledge of all financial, fiscal and regulatory issues involved.

We are ready to help you understand and navigate the challenges, and make sure you have the solutions you'll need to capitalise on opportunities to unlock your potential for growth.

Our experience in the energy sector covers a wide variety of fields, including electricity, natural gas, energy transition and more.

How we can help you



- **Market Design and Commercial Strategies**

- Generation within energy transition
- Wholesale and energy trading
- Retail
- End Consumers and Energy efficiency

- **Regulatory Advice**

- Energy policy and regulation
- New services

- **Market Modeling and Analytics**

- Market modeling
- Analytics

A man with a beard, wearing a black and white striped long-sleeved shirt, is pointing his right hand towards a whiteboard. He is looking intently at the board. In the background, another man is visible, looking towards the whiteboard. The whiteboard has some handwritten notes and several colorful sticky notes (yellow, green, blue) attached to it. The scene is set in a meeting room with a blue and purple gradient overlay on the left side of the image.

Environmental, Social, Governance, Risk & Compliance Services (ESGRC)



Environmental, Social, Governance, Risk & Compliance Services (ESGRC)

In the current business and regulatory environment, which is constantly changing and evolving, companies aspire to meet today's requirements effectively, while creating value on sustainable terms.

Now, the application of good corporate governance principles, continuous compliance with the regulatory framework and ensuring sustainable development are interconnected concepts, and consist part of every company's strategy, regardless of the industry in which it operates. Utilizing our experience and knowledge in matters of risk management, compliance, corporate governance and sustainability, we provide personalized solutions that will strengthen the structures of your business, while significantly improving its performance.

Our Environmental, Social, Governance, Risk & Compliance (ESGRC) team offers you all the necessary equipment in order to fully understand the regulatory framework, to draw up a strong strategic plan and to take firm steps ahead.

How we can help you



• Governance Risk & Compliance

- Corporate Governance Services
- Internal Audit Services
- Risk Management Services
- Compliance Services
- Operational Improvement Services

• Environmental, Social, Governance

- ESG & Sustainable Development Strategy
- Compliance with European ESG regulation
- Preparation of Non-financial / Sustainable Development Reporting
- External Verification / Assurance Report
- Non-Financial Issues - Materiality Analysis
- Environmental Responsibility & Climate Change
- Seminars & Training Programs
- Social Impact Assessment

A photograph of two men in dark suits and ties sitting at a long wooden table in a modern office. They are both looking at laptops. The man on the left is looking down at his laptop, while the man on the right is looking towards the camera with a slight smile. The background shows large windows with a view of a city skyline. A large blue graphic element is overlaid on the left side of the image.

Our leading credentials in Greece

Our leading credentials in Greece



Our leading credentials in Greece



Our leading credentials in Greece



A woman with short dark hair and glasses is sitting at a desk, focused on writing in a notebook with a pen. She is wearing a light-colored, textured turtleneck sweater. The background is a blurred office or meeting room with large windows and indoor plants. A large blue and teal graphic overlay is on the left side of the image.

Let's talk about leadership

Growth Awards



"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**, based on their distinctive industry performance.

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.



IBR Surveys

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

Launched in 1992 in nine European countries, the report now surveys more than 10,000 senior executives in 35 economies on an annual basis, providing insight into the economic and commercial issues affecting both listed and privately-held businesses.



Publications & Newsletters

We produce publications 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; giving the opportunity to our executives and our customers to be informed on the latest developments.



Web Series

Grant Thornton organizes webcasts with the aim of informing our clients about issues related to Covid-19 but also highlighting all the issues that companies are interested in regarding the next day.



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. The books were available both through the company's network and major Greek bookstores and received very good reviews.

Grant Thornton's bibliography:

- International Financial Reporting Standards (2016)
- International Financial Reporting Standards – IFRS, detailed presentation (2009)
- International Financial Reporting Standards – advanced topics (2007)
- International Accounting Standards– IFRS, detailed presentation (2006)
- International Accounting Standards– IFRS, detailed presentation (2004)



2004

2006



2007

2009



2016





Meet our people

A dedicated team
of experts



Vassilis Kazas
Managing Partner
E. vassilis.kazas@gr.gt.com



Dr. Nikolaos Karamouzis
President, Grant Thornton Tax &
Business Advisory Solutions
E. nikolaos.karamouzis@gr.gt.com



Sotiris Constantinou
President, Grant Thornton
Chartered Accountants
Management Consultants
E. sotiris.constantinou@gr.gt.com



George Deligiannis
Senior Partner,
E. george.deligiannis@gr.gt.com



Manolis Michalios
Partner,
Assurance Leader
E. manolis.michalios@gr.gt.com



Athanasia Arabatzi
Senior Partner
E. athanasia.arabatzi@gr.gt.com



Nikos Ioannou
Partner, Tax & Business Process
Outsourcing Leader
E. nikos.ioannou@gr.gt.com



Konstantinos Kazas
Partner, Advisory Leader
E. konstantinos.kazas@gr.gt.com



Dimitris Douvris
Partner, Head of Deals Services
E. dimitris.douvris@gr.gt.com



Emmanouil Diamantoulakis
Senior Partner
E. emmanouil.diamantoulakis@gr.gt.com



Jenny Panou
Partner, Head of Tax
E. jenny.panou@gr.gt.com



Christos Tsagkaris
Partner, Head of Business Process
Outsourcing & Head of
Business Growth Advisory
E. christos.tsagkaris@gr.gt.com



Sotiris Gioussios
Tax Senior Partner
E. sotiris.gioussios@gr.gt.com



George Pirlis
Senior Partner,
Business Process Outsourcing
E. george.pirlis@gr.gt.com



Athina Moustaki
Partner, Head of ESGRC
E. athina.moustaki@gr.gt.com

A dedicated team
of experts



Dr. Panagiotis Prontzas
Partner, Head of Strategy and
Investments & Head of Public Sector
E. panagiotis.prontzas@gr.gt.com



Stella Angelopoulou
Partner, Head of Technology
E. stella.angelopoulou@gr.gt.com



Ioannis Stefanou
Partner,
Head of Energy Sector
E. ioannis.stefanou@gr.gt.com



Elpida Leonidou
Partner, Assurance
E. elpida.leonidou@gr.gt.com



Panagiotis Christopoulos
Partner, Assurance
E. panagiotis.christopoulos@gr.gt.com



Vassilis Vlachos
Tax Partner
E. vassilis.vlachos@gr.gt.com



Dr. Nikos Frydas
Principal, Energy Sector
Vice President, Grant Thornton Tax
& Business Advisory Solutions
E. nikos.frydas@gr.gt.com



Dimitra Pagoni
Partner, Assurance
E. dimitra.pagoni@gr.gt.com



Thanasis Xynas
Partner, Assurance
E. thanasis.xynas@gr.gt.com



Nikos Garbis
Partner, Assurance
E. nikos.garbis@gr.gt.com



Liza Chatzicharalampous
Partner,
Business Process Outsourcing
E. liza.chatzicharalampous@gr.gt.com



Dimitris Melas
Partner, Financial Services
E. dimitris.melas@gr.gt.com



Konstantinos Antonakakis
Partner, Assurance
E. konstantinos.antonakakis@gr.gt.com



Konstantinos Kanakarakis
Partner, Assurance
E. konstantinos.kanakarakis@gr.gt.com



Christina Tsironi
Partner, Assurance
E. christina.tsironi@gr.gt.com

A dedicated team
of experts



Lina Kaza
Partner, Assurance
E. lina.kaza@gr.gt.com



Panagiotis Noulas
Partner, Assurance
E. panagiotis.noulas@gr.gt.com



Nikos Mantzounis
Partner, Assurance
E. nikos.mantzounis@gr.gt.com



Athanasia Gerasimopoulou
Partner, Financial Services
E. athanasia.gerasimopoulou@gr.gt.com



Elina Litsa
Partner, Deals Services
E. elina.litsa@gr.gt.com



Dimitris Panterlis
Partner, Assurance
E. dimitris.panterlis@gr.gt.com



Panagiotis Gkioumes
Partner, Head of Financial Services
E. panagiotis.gkioumes@gr.gt.com



George Panagopoulos
Partner, Assurance
E. george.panagopoulos@gr.gt.com



Christos Vargiomezis
Partner, Assurance
E. christos.vargomezis@gr.gt.com



Dionisis Razis
Partner,
Business Process Outsourcing
E. dionisis.razis@gr.gt.com



Stergios Ntetsikas
Partner, Deals Services
E. stergios.ntetsikas@gr.gt.com



Katerina Stefanidou
Partner, Financial Services
E. katerina.stefanidou@gr.gt.com



Kostas Maselis
Partner, Deals Services
E. kostas.maselis@gr.gt.com



Maria Kotitsa
Partner, Assurance
E. maria.kotitsa@gr.gt.com



Konstantinos Kounadis
Tax Partner
E. konstantinos.kounadis@gr.gt.com

**A dedicated team
of experts**



Stathis Papathanasiou
Partner, Assurance
E. stathis.papathanasiou@gr.gt.com



Andreas Staikos
Partner, Financial Services
E. andreas.staikos@gr.gt.com



Christos Kodos
Tax Partner
E. christos.kodos@gr.gt.com



Lefteris Koutsopoulos
Partner, Assurance
E. lefteris.koutsopoulos@gr.gt.com



Andreas Constantinou
Partner, Business Growth Advisory
E. andreas.constantinou@gr.gt.com



Diamantis Giannakopoulos
Partner, Deals Services
E. diamantis.giannakopoulos@gr.gt.com

We are everywhere you are, and everywhere you want us to be



Athens

58 Katehaki Av.,
11525, Athens

T: +30 210 7280 000
F: +30 210 7212 222



Thessaloniki

87, 17is Noemvriou str.,
55534, Pylaia Thessaloniki

T: +30 2310 551 743
F: +30 2310 552 269



Ioannina

65-67, Dodonis Av.,
45221, Ioannina

T: +30 26510 49382



Heraklion

121 Ethnikis Antistasseos
& Tenedou Str.
71306, Heraklion, Crete

T: +30 2810 241 767



Rhodes

K. Tsatsou str. & Lindou Str.
85100, Rhodes

T: +30 22410 26400





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

© 2025 Grant Thornton. All rights reserved.

'Grant Thornton' refers to the brand under which the Grant Thornton member firms provide assurance, tax and advisory services to their clients and/or refers to one or more member firms, as the context requires. Grant Thornton Greece is a member firm of Grant Thornton International Ltd (GTIL). GTIL and the member firms are not a worldwide partnership. GTIL and each member firm is a separate legal entity. Services are delivered by the member firms. GTIL and its member firms are not agents of, and do not obligate, one another and are not liable for one another's acts or omissions.