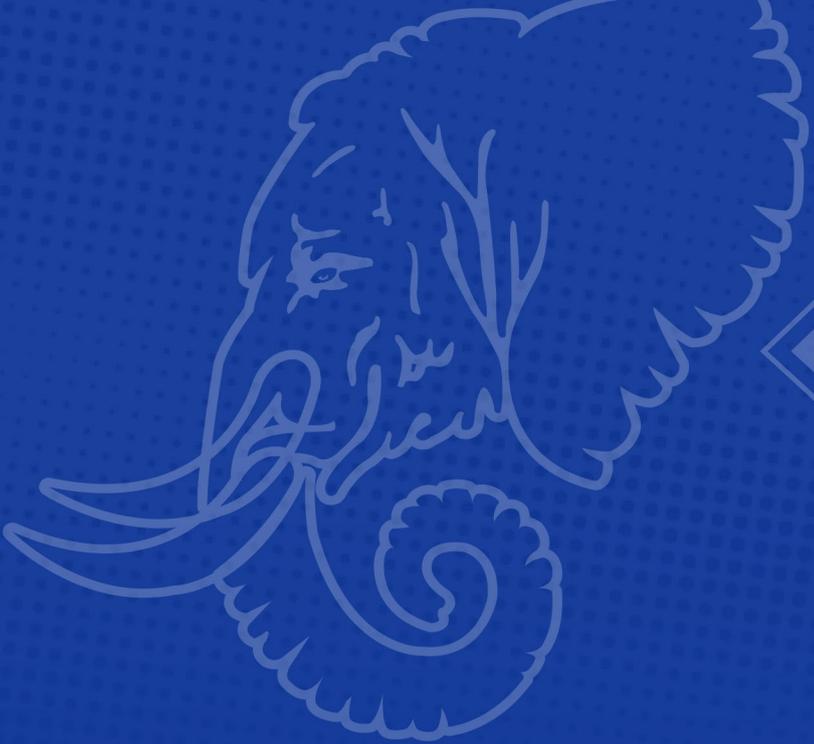


COMPANY PROFILE

MNC Consulting Group





ABOUT US

We are your most trusted and respected Auditors and Assurers, Tax Consultants, HR and Corporate Governance Consultants, Financial Advisors, Professional Management and Business Advisory and Consulting firm recognized by our clients for delivering excellent business expertise services.

With our focus set on value addition, we offer our clients the highest quality professional services that address their needs through attracting, recruiting and retaining knowledgeable and passionate professionals who enable us to deliver superior results while contributing positively to the community in which we live and work.

MISSION

To serve our clients by providing the highest quality Audit and Assurance, Tax Consultancy, HR and Corporate Governance Consultancy, Financial Advisory, Professional Management and Business Advisory and Consulting services that address their needs.

VISION

To be the most trusted and respected Auditors and Assurers, Tax Consultants, HR and Corporate Governance Consultants, Financial Advisors, Professional Management and Business Advisory and Consulting firm recognized by our clients for delivering excellent services that create value to their businesses.

WHY CONSULT WITH US

We are an established and experienced firm with an excellent track record for offering the best expertise services in Accountancy, Taxation, Audit and Assurance, HR and Corporate Governance Consultancy, Financial Advisory, Professional Management and Business Advisory and Consulting services to our clients.

This makes them satisfied and continue to have a positive impression and impact to their business ventures. We have never compromised on the quality of the services that we provide to our clients. We believe in keeping our clients satisfied by providing them with excellent services at commensurate rates. Further, we have an excellent team who guide our clients on the best ideas by keeping in constant touch with their businesses and keeping them informed.

OUR ACCREDITATIONS

CERTIFIED PUBLIC ACCOUNTANTS (CPA)

CERTIFIED HUMAN RESOURCE PROFESSIONALS (CHRP)

CERTIFIED INVESTMENT AND FINANCIAL ANALYSTS (CIFA)

CERTIFIED SECRETARIES AND CORPORATE GOVERNANCE EXPERTS

REGISTERED ESTATE AGENTS

PROFESSIONAL MANAGEMENT AND BUSINESS ADVISORS AND CONSULTANTS

OUR VALUES

PROFESSIONALISM

We strictly adhere to courtesy, honesty and responsibility when serving our clients.

ACCOUNTABILITY

We take responsibility for individual and collective actions.

INTEGRITY

We do the right thing regardless of the consequences.

PASSION

Our energy and enthusiasm are contagious. We are inspired to make a lasting impact.

PURSUIT OF EXCELLENCE

We continually strive to exceed the expectations of our clients.

COLLABORATION

We work in harmony to achieve individual and collective goals.

COMPETENCE

We adequately possess the required skills, knowledge, qualifications and capacity to undertake all professional assignments.

TEAM WORK

We effectively work collaboratively in order to achieve our goals.

OUR QUALITY SERVICE DELIVERY POLICY

We are committed to continually improve our Auditing and Assurance, Taxation, HR and Corporate Governance Consultancy, Financial Advisory, Professional Management and Business Advisory and Consultancy services that meet and exceed the needs of our clients.

We attain this by:

- Carefully recruiting employees and associates to ensure that their education, experience and attitude are aligned with our commitment to quality.
- Providing a learning environment where the growth and development of employees are actively encouraged and supported.
- Advancing our global capabilities by sharing our experiences, knowledge, and resources among and between consulting practices and offices.
- Enhancing our global business systems to meet international standards.
- Exploring new technologies, methodologies and embracing them where relevant.
- Building synergistic relationships with appropriate strategic partners.
- Seeking and acting on client's feedback efficiently.
- Measuring our progress against meaningful targets.
- Having a Quality Management System which complies with the requirements of ISO Standards.
- Setting and reviewing quality objectives annually as a form of continued improvement.
- Reviewing the Quality Policy for suitability and relevance from time to time.

PARTNERS PROFILE

JAMES NDAMBIRI MBA (Finance), BA, CPA, CS, FA, DipM ceondambiri@mncconsulting.co.ke +254 727 810 285 Managing Partner & Principal Consultant

CPA James Ndambiri is the Managing Partner and a Principal Consultant at MNC Consulting Group. He has over 15 years of experience in managing and providing audit and assurance, taxation, accountancy, financial and investment advisory, Corporate Governance, management and business advisory and consultancy to various companies and organizations in Kenya and beyond.

He started his career as an accountant at Egerton University and later moved to Chuka University where he was the head of finance. Thereafter, he served as the CEO and Managing Director at Ego Manufacturers & Distributors Limited until February 2013. CPA James then founded MNC Consulting Group, a firm that consults in Audit and Assurance, HR and Corporate Governance, Professional Management and Business Advisory. Further, CPA James is a part-time lecturer in Economics, Accounting and Finance at

Murang'a University of Technology and Egerton University. In addition, he is an avid trainer and a business coach with MNC Consulting Group.

Professional and Academic Qualifications

CPA James has the following qualifications;

- Is a PhD (Finance) fellow at Murang'a University of Technology
- Master of Business Administration (Finance) from Chuka University
- Bachelor of Arts (Economics and Mathematics) from Egerton University
- Certified Public Accountant (CPA)
- Certified Investment and Financial Analysts (CIFA)
- Certified Secretary (CS)
- Diploma in Marketing

Membership

CPA James, is a registered member of the;

- Institute of Certified Public Accountants of Kenya (ICPAK)

- Institute of Certified Investment and Financial Analysts (ICIFA)
- Institute of Certified Secretaries
- Kenya Institute of Management (KIM)
- Marketing Society of Kenya (MSK)
- Estate Agent Registration Board (EARB)

Area of Expertise

CPA James has intensive expertise and experience in the following fields;

- Accounting, Audit and Assurance
- Tax Advisory
- Business Transformation and Turn-around
- Finance and Investment Advisory
- Family Business Advisory
- Transaction Advisory
- Corporate Governance
- Financial Management and Business Advisory



PARTNERS PROFILE

EVERLYN NINGA MBA (Finance), B.AGBM, CPA

Partner & Principal Consultant

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+254 723 154 908

CPA Everlyn Ninga is a well-seasoned professional, having gathered a 360-degree wealth of experience of over 12 years and valuable skills cutting across audit and assurance, taxation, finance and investment advisory, management and business advisory.

CPA Everlyn is a Partner and Principal Consultant at MNC Consulting Group. In addition to providing consultancy services in her areas of expertise, she also offers strategic leadership for the operations and administrative functions of MNC Consulting Group to ensure that the business strategy and objectives of the firm are realized. Prior to joining MNC Consulting Group in the year 2015, she was also a consulting Manager at Njogu Fundi and Associates Certified Public Accountants as well as a Micro Credit Officer at Co-operative Bank of Kenya. Further, CPA Everlyn

is an avid trainer and a business coach with MNC Consulting Group.

Professional and Academic Qualifications

CPA Everlyn has the following qualifications;

- Is a PhD in Agribusiness Management (AGBM) fellow at Jomo Kenyatta University of Agriculture and Technology
- Master of Business Administration (Finance) from Chuka University
- Bachelor of Agri-Business Management from Egerton University
- Certified Public Accountant (CPA)

Membership

CPA Everlyn, is a registered member of the;

- Institute of Certified Public Accountants (ICPAK)
- Association of Women Accountants of Kenya (AWAK)

- African Women's Entrepreneurship Program (AWEP)
- Federation of Women Entrepreneurs Association (FEWA)

Area of Expertise

CPA Everlyn has intensive expertise and experience in the following areas;

- Accounting, Audit and Assurance
- Tax Advisory
- Financial and Investment Advisory
- Business Transformation and Turn-around
- Transaction Advisory
- Management and Business Advisory



PARTNERS PROFILE

DOUGLAS GIKUNJU MBA(HRM), BA(HRM), CHRP

Partner & Principal Consultant

CHRP Douglas Gikunju is a Partner and Principal Consultant at MNC Consulting Group with an experience of over 14 years with various organizations.

He began his career at Equity Bank Limited and worked in various branches in Kenya. CHRP Gikunju moved to MNC in the year 2016 to head HR Consultancy and Corporate Governance and Advisory services. At MNC, CHRP Gikunju is involved in overseeing provision of consultancy and advisory services in HR. He has vast experience in Talent Planning which aims at assisting the organizations in tapping the best workforce for their success. He is also involved in employee training and development by giving advisory on the best training that fits the firm's needs. He's an expert in employee relations and has a wide experience in organization development and business change. CHRP Gikunju also offers HR consultancy in areas of employee pay and benefits while at the same time assisting organizations in designing effective performance appraisals

to measure target and productivity of the employees against their objectives.

The experience acquired has made CHRP Gikunju an astute leader in the Human Resource field and has made him one of the most reliable HR consultants in the world. Through his expertise, he has seen MNC Consulting Group become a leading HR consulting firm in Kenya and beyond.

Professional and Academic Qualifications

CHRP Gikunju has the following qualifications;

- Is a PHD in Business Administration (Human Resource) fellow at Co-operative University of Kenya
- Master of Business Administration (Human Resource Management)
- Bachelor of Arts (Human Resource Management)

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Membership

CHRP Gikunju is a registered member of the Institute of Human Resource Management (IHRM).

Area of Expertise

CHRP Gikunju is well vast in the following fields;

- Recruitment and Selection
- People Management
- Talent Planning and Management
- Learning, Training and Development
- Organization Development
- Business and Organization Change
- Employee Relations
- Occupational Health and Safety
- Employee Pay and Benefits
- Performance Appraisal
- HR Outsourcing Solutions



PARTNERS PROFILE

CHARLES MBUGUA BCom (Accounting), CPA

Partner & Principal Consultant

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CPA Charles Mbugua is a Partner and Principal Consultant at MNC Consulting Group. He has vast experience and unmatched knowledge and skills in matters related to tax planning, tax compliance, tax transaction advisory, accounting, audit and assurance.

CPA Charles started his career at MNC Consulting as an Assistant Tax Consultant and grew to a Tax Consultant and later to a Partner and Principal Consultant. Further, CPA Charles is the head of operations at the firm. In his consultancy role, he provides pivotal and sustainable tax dispute resolution measures through objection and appeal of tax decisions by the legal framework provided by the tax laws. Not only is he an avid tax trainer who offers support and advice to Investors through tax training and seminars, but also a strategic tax advisor in a wide range of industries. CPA Charles is actively involved in designing and delivering effective tax accounting

policies across all industries that ensure all-round tax compliance with the tax authorities. In addition, he is actively involved in conducting due diligence through critical and analytical skills to enable assessing the tax position of firms.

Over the years, CPA Charles has continuously guided firms on transactions where transfer pricing is applicable. Further, CPA Charles is an expert in cross-border taxation.

Professional and Academic Qualifications

CPA Charles has the following qualifications;

- Bachelor of Commerce (Accounting) from Masinde Muliro University of Science and Technology
- Certified Public Accountant (CPA)

Membership

CPA Charles, is a registered member of the

Institute of Certified Public Accountants (ICPAK)

Area of Expertise

CPA Charles has intensive expertise and experience in the following areas;

- Tax Advisory
- Accounting, Audit and Assurance
- Tax Accounting
- Tax Planning
- Cross-border Taxation
- Transfer Pricing
- Tax Compliance
- Tax Dispute Resolution
- Tax Review, Due Diligence, and Health Checks
- Tax Training and Seminars

OUR SERVICES

1. AUDIT AND ASSURANCE
2. TAXATION
3. HUMAN RESOURCE CONSULTANCY
4. CORPORATE GOVERNANCE
5. CONSULTANCY AND ADVISORY SERVICES
6. OUTSOURCING SERVICES

1. AUDIT AND ASSURANCE

We offer a dynamic, focused, professional and flexible audit practice guided by the International Audit and Assurance Standards Board (IAASB) as well as other international guidelines. Our firm's audit approach is designed to the highest professional standards, to be effective and efficient through leveraging the firm's vast experience, knowledge as well as the latest technology. Our audit practice aids corporate bodies and individuals to manage risks, measure performance and achieve desired objectives. We offer the following types of audit services:

- Statutory audit
- Non-statutory audit
- Special purpose audit

2. TAXATION

We have a leading role in providing tax consultancy and advisory services. Further, we have a good and broad understanding of direct and indirect taxation in Kenya. Our areas of tax advisory are but not limited to:

- | | |
|---|-----------------------------|
| • Tax accounting | • Tax planning |
| • Tax compliance | • Tax disputes resolution |
| • Transfer pricing | • Tax transaction advisory |
| • Cross-border taxation | • Tax training and seminars |
| • Tax review, due diligence and health checks | |

3. HUMAN RESOURCE MANAGEMENT

A company's most valuable asset is its employees. The effective and efficient management of human resource in any organization helps the business to have a competitive edge and realize its goals and objectives optimally. Human resource is critical in the performance of any organization as it is a primary factor that shapes the culture and execution of strategies of any organization.

Having the right people for the right job in different departments and sectors in an organization does not only guarantee the success of the organization but it also provides an environment for excellent delivery.

At MNC we provide a wide range of sharp minded HR solutions that will enable any organization under any sector to confront HR challenges and offer a perfect solution.

We have the following services under HR consultancy addressing every HR challenge leading to maximum productivity in the organization;

- Recruitment and selection
- Learning, training and development
- Talent planning and management
- People management
- Performance evaluation and appraisal
- Employees relations
- Occupational health and safety
- Employees pay and benefits
- Organization development
- Business and organization change
- Team building

4. CORPORATE GOVERNANCE

We ensure that the system by which an organization is controlled and operated and the mechanism by which it and its people are held accountable. Specifically, we make sure that the set of rules, controls, policies, and resolutions put in place to direct corporate behavior are adhered to. In addition, we ensure that the firm observe the following principles of good governance;

- **Fairness** for all shareholders and stakeholders
- **Accountability** for the action and conduct of shareholders, directors and employees
- Sound exercise of the **Responsibilities** conferred to the directors by the shareholders
- **Transparency** by the company's management giving information to the stakeholders
- Promote **Culture and ethics** by ensuring that the company complies with the relevant policies, laws and regulations and code of business practice
- Balance **structure of the board** in terms of independence, diversity of skills and knowledge and gender
- Existence of **Corporate compliance** with all regulation
- Ensure that sound **Internal control procedures** are in place
- **Assessment and performance** of the board of directors should be done often
- **Induction, development and strength of skills of board members** should be done when need be
- **Adoption of technology and skills** should be done when and where necessary
- **Management of corporate risk** to ensure that the going concern of the company is not threatened
- **Social and environmental responsibilities** should be done in order to give back to the society

5. CONSULTANCY AND ADVISORY SERVICES

At MNC, we are aware that even the most seasoned professionals need objective advice on the issues that matter most to their business ventures. We cherish the strong belief that innovation is the nerve center of all creativity and that only those organizations that adapt rapidly to the ever-changing business environment can withstand the test of time and succeed.

When we engage an organization, we evaluate the existing business performance systems and processes to ensure that the management systems are supporting the organization's strategic objectives.

We identify areas of improvement based on the best practices for the specific business situation and work with the client to develop a strategy that will help to achieve their business strategic goals and objectives.

We have vast experience in offering consultancy and advisory services in the following areas;

- Business plan formulation
- Business start-ups incubation
- Assets and investment advisory
- Mergers and Acquisition (M&A)
- Funding proposals development
- Formulation of business strategy
- Monitoring and Evaluation (M&E)
- Family business advisory
- Business reconstruction and re-engineering
- Financial advisory
- Property advisory
- Business valuation
- Crisis management
- Transaction advisory
- Management advisory
- Business transformations and turn-around

Outsourced Services

- Risk management
- Payroll administration
- Internal audit function
- Procurement function
- Inventory management
- Cash flow management
- Credit and debt management
- Human resource administration
- Bookkeeping and accounting services
- Company secretarial services (transfer of shares and change of directorship)

Communication Solutions

- Bulk SMS
- SMS APIs
- Bulk email
- Short codes
- Bulk SMS reseller
- Unstructured Supplementary Service Data (USSD)

HR Solutions and Software Modules

- Onboarding
- Recruitment
- Time tracking
- Leave management
- Payroll management
- Performance management

Industries & Sectors

- Education
- Healthcare
- Transportation
- Financial services
- Energy, oil & gases
- Betting and gaming
- Water and sanitation
- Technology and innovation
- NGOs and charitable trusts
- Construction and real estate
- Agriculture and agribusiness
- Processing and manufacturing
- Hospitality, leisure and tourism
- Distribution and general trading
- Professional consultancy services
- Automotive machinery & equipment



“With us, you are in safe hands”

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MNC Consulting Group - Business



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