

Tervuren
GMS



Proud Member of
AlliottGlobalAlliance[®]

FIRM PROFILE

Audit | Tax | Outsourcing | Advisory

Together as One.



Our Purpose

When our clients share what they appreciate most about Tervuren GMS, they always say it is the people.

Whether it's great technical advice, the timely delivery of an important project or simply the assurance that comes from a trusted advisor relationship, in the end it's our people who make the difference. In this profile, we present an overview of the services we provide our clients at Tervuren GMS.

Our vision is to be the clear choice by ensuring our people are extraordinary, our clients see a difference in us and the public trusts us.

We aim to become the clear choice by:

- Focusing on quality and excellent service
- Taking a long-term, sustainable view
- Being a multi-disciplinary firm
- Being passionate about our clients and our work
- Deploying highly experienced, talented people
- Bringing insights and innovative ideas.

I am delighted to present you with this overview along with the key contacts for each of our services. As the Managing Partner of Tervuren GMS, I take great pride in the professional services we provide our clients and the quality of our people.

Gonzaga Mugumya
Managing Partner

Tervuren GMS at a glance

Tervuren GMS ("The firm") is a professional services firm incorporated in Uganda and licensed by the Institute of Certified Public Accountants of Uganda (ICPAU). The firm was founded by a group of young experienced and dynamic professionals across the East African region with a galvanizing vision of being the best, most reliable and dependable group of consultants and advisers and ultimately being the preferred professional services firm in the East African region.

Tervuren GMS is the accounting firm member in Uganda of Alliot Global Alliance ('AGA'), a leading multidisciplinary alliance of independent accounting, law and specialist firms.

Our membership of AGA (www.alliotglobal.com), which has 290 offices in 81 countries, enables Tervuren Business Advisors to place our clients with trusted, vetted professionals across the world with whom we can coordinate their international needs.

By working in close collaboration with our AGA colleagues across the world, we will ensure our clients can navigate complex tax, accounting, financial and regulatory issues. Whether our clients are taking their first step into a new market or expanding their cross border operations, AGA professionals make the world smaller and businesses stronger.

AGA member firm services will help our clients to apply the right strategies that will reduce their costs and maximize growth opportunities.

We, at Tervuren GMS, are committed to growing our distinctive culture and staying true to our core values which always place our clients' interests first. These values are reflected in our business principles, which emphasize integrity, commitment to excellence, innovation and teamwork. These values have been impressed upon the entire firm by the experience and professionalism of the firm's founders. We consider our company size and professionalism to be our greatest strategic advantage.

Our Approach

Our approach will initially involve top level reviews and holding of meetings with stakeholders to bridge the expectation gap and help us get a better understanding of your operations and needs. This understanding will help us form an appropriate opinion regarding your expectations and this will greatly drive our advisory approach. We shall then move down the management hierarchy up to operational level reviews.

Most of our senior staff and specialists have previously worked with PwC, Ernst & Young, KPMG and Deloitte. By virtue of their employment, they participated in various assignments in diverse industries spanning manufacturing, financial services, Telecom Companies, Health, Not for Profit sector, Oil and Gas, among others

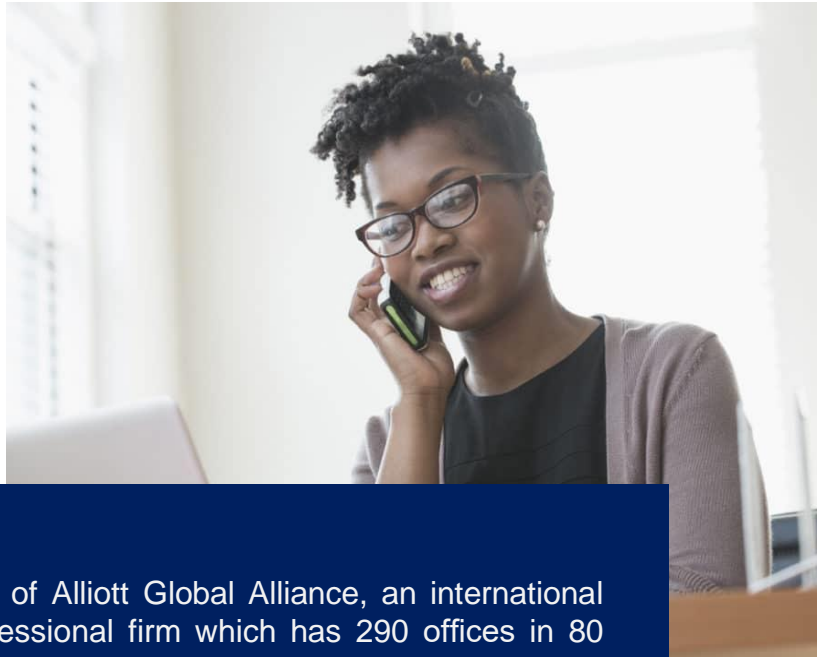


Proud Member of
AlliottGlobalAlliance

In Uganda, Tervuren GMS is comprised of four service areas according to specialization:

- **Audit and Assurance**
- **Accountancy and Outsourcing**
- **Tax and Compliance**
- **Advisory and Consulting**

Why Tervuren GMS



- Tervuren GMS is a member of Alliot Global Alliance, an international alliance of independent professional firm which has 290 offices in 80 countries, enables Tervuren Business Advisors to place our clients with trusted, vetted professionals across the world with whom we can coordinate their international needs.
- At Tervuren you are guaranteed of receiving a more personal service than you would from Large Firms. Since we are not driven by large “billable hours” goals or revenue needs, we dedicate our time to excellence rather than volumes.
- The costs of learning curve are not passed onto you as our valued client; hence we are able to charge at competitive rates.
- We provide a team that has considerable experience in your specific sector and is the perfect fit for your strategies and objectives
- Our partners and managers are young, innovative, and full of energy and enthusiasm



We offer our services with a touché of "Ubuntu", as a partner assisting you to meet your strategic goals.



Our Methodology

- **Industry specific expertise**
- **Small to medium/ medium focus**
- **Quality Assurance**



Our Client Solutions

- **Commercial and pragmatic**
- **Understanding your business needs**
- **End to end innovations**
- **Knowledge sharing**



Our Relationships

- **Dedicated team**
- **Relationships[s with other advisors**
- **Long term commitment to our Clients**



Our Technology

- **Cutting edge innovative platforms**
- **Efficient communication capabilities**
- **Practical Solutions**



Our People

- **Creative thinking**
- **Team work**
- **Professional and highly trained**
- **Personal accountability and responsibility**



Alliott Global Alliance: Expanding our reach



Our Global Reach

North America

- Canada
- USA

Latin America

- Argentina
- Brazil
- Chile
- Colombia
- Costa Rica
- Ecuador
- El Salvador
- Mexico
- Panama
- Peru
- Uruguay
- Venezuela

Europe

- Andorra
- Austria
- Belgium
- Cyprus
- Denmark
- France
- Germany
- Greece
- Guernsey
- Hungary
- Ireland
- Isle of Man
- Italy
- Lithuania
- Luxembourg
- Malta
- Netherlands
- North Macedonia
- Poland
- Portugal
- Romania
- Russian federation
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- United Kingdom

Africa

- Cameroon
- Ghana
- Kenya
- Lesotho
- Malawi
- Mauritius
- Morocco
- Nigeria
- Senegal
- South Africa
- Tunisia
- Zambia
- Zimbabwe
- Uganda

Middle East

- Afghanistan
- Israel
- Jordan
- Lebanon
- Oman
- Saudi Arabia
- UAE
- Yemen

Austria & Oceania

- Austria
- New Zealand
- Papua New Guinea



Our Services

Audit

Uganda's market is continuously evolving and shareholders, boards, business leaders and other stakeholders need to have confidence in the reliability and integrity of their financial information. This is where Tervuren comes in.

Audit Service Offering

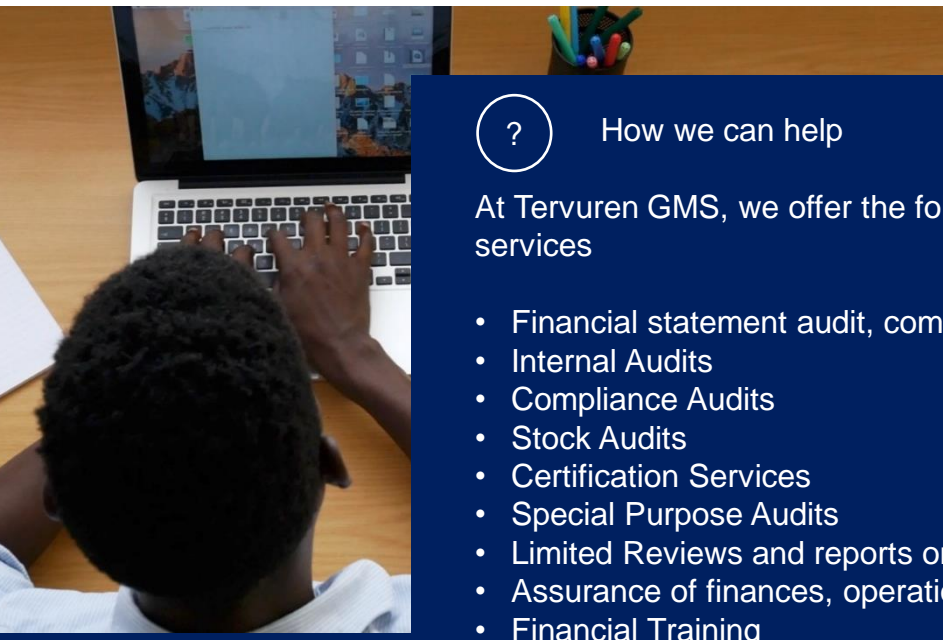
Financial Audits

Accounting Advisory Services

Assurance Services

Our auditors provide a robust, independent and informed opinion on clients' financial information, empowering them to make decisions with confidence.

Our approach is grounded in our commitment to communication, timely identification and resolution of critical issues and, perhaps most importantly, professional integrity, independence and ethical behaviour.



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How we can help

At Tervuren GMS, we offer the following audit and related services

- Financial statement audit, compilation and review
- Internal Audits
- Compliance Audits
- Stock Audits
- Certification Services
- Special Purpose Audits
- Limited Reviews and reports on agreed procedures
- Assurance of finances, operations and internal controls
- Financial Training

“...We understand the complete range of services that you require. We will deliver these in a timely and effective manner, in line with your advised deadlines...”



Accounting Services

In challenging market conditions such as those experienced in Uganda, it is important for your business to obtain accurate accounting advice. Expert accountancy guidance and support not only helps businesses adapt to new demands, but can also promote wider success

Financial reporting and bookkeeping

We help clients to set up and/or deliver specific elements of the accounting function, covering all financial reporting and bookkeeping services. Preparation of IFRS compliant financial statements

Restructuring

We support clients during the restructuring process by providing advice on requirements and regulatory standards.



How we can help

At Tervuren, our Accounting teams help clients reach the right accounting conclusion for their business, in the context of reporting objectives, commercial reality and regulatory requirements. We are experienced in advising clients on challenging, complex issues that arise from transactions, business decisions and regulatory changes.

Expense and payroll

We help clients to process staff expenses and payroll, saving time and resources.

Seconding of personnel

We provide on-site support for clients whether on a short, long or part-time basis.



Tax

Our taxation services team supports clients through every step of setting up their business

Corporate structure advisory

We advise companies on the most appropriate legal structure to support their business objectives, looking at registrations, onshore and offshore company incorporations and corporate secretarial services .

Corporate and individual tax compliance

We assist with the filing process of the first provisional, amended provisional and final income tax returns within the statutory timelines and advise on the instalment tax payable.

VAT, WHT and PAYE advisory

We assist in monthly review and filing of compliances such as VAT, WHT and PAYE.

Taxation Service offering

- Corporate structure Advisory
- Tax Health checks
- International Taxation
- Global Mobility
- Dissolution, liquidation and deregistration
- Tax Compliance
- VAT, WHT, PAYE and NSSF

International Taxation

International tax compliance and planning is a crucial element in global tax strategy. We understand your business activity and provide advice on international tax planning, transfer pricing, expatriate tax solutions, inbound startups, corporate tax compliance etc.



Dissolution, liquidation and deregistration

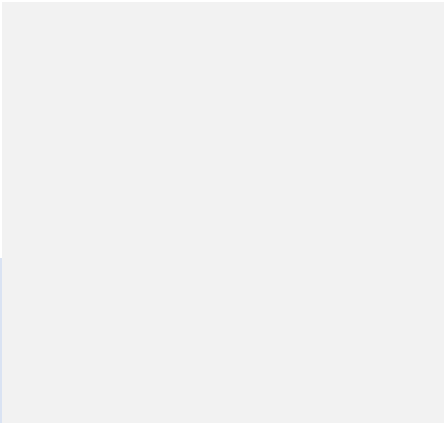
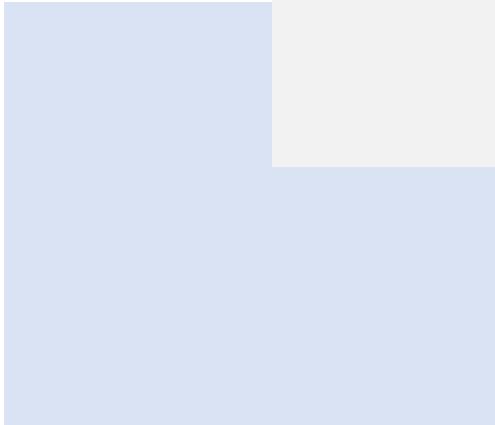
We help businesses to manage voluntary dissolution, liquidation and deregistration from initiation to completion.

Tax Health checks and audits

Tervuren carries out reviews of compliance in respect to: Pay As You Earn (PAYE), Corporation Income Tax, Withholding Tax (WHT), Value Added Tax (VAT), and Local Service Tax (LST). We advise businesses on how to deal with identified areas of non-compliance including negotiating payment plans with respective regulatory bodies and/or seeking a private ruling on matters of contention

National and cross-border mergers

We provide services for local and international mergers, including structure and jurisdiction recommendations, identifying legal issues, contract review and dealing with all merger documentation.





Management Consulting

Successful organizations are often built through the optimal management of people, technology and assets. Market leaders across sectors, whether public or private, are engaged in a continuous evaluation of their investment in people, technology and assets to help ensure the best outcomes aligned to their objectives

Management Consulting Service Offering

- Business Strategy
- Technology Services
- Operations Consulting
- Executive Search & Selection
- People and Change

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How we can help

We recognize that business strategy cannot realize its potential if not matched with the requisite execution capability and technology. It is for this reason that our Management Consulting practice takes a 360-degree view of the needs of an organization. Our teams advise clients on strategy, business and operational efficiency, people/ HR related challenges, information technology needs and major projects..

A photograph showing several business professionals in a meeting. They are seated around a table with laptops, looking at screens and discussing documents. The scene is brightly lit, suggesting a modern office environment.

Business Strategy

In the face of rapid change, organizations need dynamic business strategies that drive profitability amid disruption. Our Business Strategy team takes an enterprise-wide view to business transformation to help companies achieve their vision and make it a reality, from the planning and strategy-setting phase and throughout execution.

Strategy through results

The promise of results often goes unrealized due to a disconnect between the business model, the operating model and the transformation journey. Our teams at Tervuren help clients make the connection between strategy and execution.

Transformation with focus and agility

Transformation is a business imperative for companies across all industries, and it begins with strategy. We work with clients to envision, develop and execute dynamic business strategies and operating models that drive profitability amid constant disruption.

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How we can help

Our professionals help clients articulate their three-to-five-year financial and performance targets considering their growth opportunities, cost-efficiency needs, profitability, return on investment thresholds, and risk appetite. From this starting point, we determine how their current business model, core business processes and operating models need to evolve to meet these goals.

Action begins with insight

Our teams provide critical insight on disruptive forces and leading practices for navigating today's fast changing business environment. Our experts are highly qualified to deliver the following services:

- assessing and identifying new investment or growth opportunities
- market entry strategies
- defining financial metrics/targets and developing business plans
- operating model redesign and alignment to the strategy
- assistance in developing annual budgets aligned with the overall strategy



People & Change

Our People & Change team helps clients manage their people-related needs. With a prime focus on human resources strategies designed to attract, develop, motivate, retain and manage the right people with the right skills sets, we help clients maximize the value from their workforce.

HR function optimization

We help clients create HR functions by developing tailored delivery models to implement their broader human capital strategy and meet their organizational needs from a business and cultural perspective. This can involve HR benchmarking and assessments, process optimization and HR technologies, capabilities development and performance assessment.

Behavioural change management

We help to accelerate successful change implementation by working closely with clients to identify key issues and develop tailored strategies, which aim to improve structure, processes and technology, positively impacting people and the organization.

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How we can help

Our experts understand the connection ? between people management practices and business outcomes such as profitability, customer satisfaction and quality. Tervuren's approach enables clients to drive performance through people.

Talent development

We help clients capitalize on the positive implications of talent development while realizing their overall business strategy. Using a mix of Tervuren's tailored models and industry best practice, we assist clients as they seek to attract, retain and develop the right people in line with their current and forecasted business needs

Organization design and development

We create effective and efficient organization designs to deliver the capabilities and performance required by the clients' strategy. We work with clients at any stage of their growth cycle, from start-up to well established operations.



Executive Search & Selection

Tervuren's Executive Search & Selection (ESS) team helps clients to source and assess senior and middle management talent, in line with their strategic manpower requirements either on a secondment, contract or permanent basis.

Our specialist team draws on their extensive recruitment experience to find, select, assess, recommend and place the best people within clients' organizations.

Our services include:

- Conducting wide-scale searches for candidates meeting clients' specifications
- Selecting and shortlisting candidates
- Supplying recruitment staff for clients' HR departments on a secondment basis to support periods of change or growth
- Designing tailor-made recruitment solutions for clients
- Scheduling and carrying out psychometric and tailored interview assessments



How we can help

We work closely with the in-house HR, recruitment and leadership teams to identify the expected requirements. We take time to understand clients' business objectives and ensure that we select candidates who not only fit the role, but also the organization's culture and values.

A background image showing a group of business professionals in a meeting. One person is pointing at a document on a table, while others look on attentively. The scene is brightly lit, suggesting a modern office environment.

Operations Consulting

Achieving optimal operational efficiency and effectiveness is difficult even at the best of times. In today's uncertain environment, this is even more challenging.

Businesses are looking for ways to respond competitively to the changing economic landscape. Their focus has now moved to reducing direct costs to meet customer requirements, optimizing operations and reducing indirect spending.

Procurement transformation

Procurement excellence is key to improving business value, mitigating risks and creating transparency in supply management. We help clients plan and implement full-scale procurement transformations as well as targeted improvements through strategic sourcing, zero-based costing, vendor development, contract management and procurement excellence assessment.

Finance transformation

We help clients to evolve the role of their finance departments from transaction processing to driving growth, profitability and providing timely insight into business performance.

Business integration

Optimizing the value of strategic initiatives, such as restructuring or acquisition in the implementation phase or post-deal, can be a challenge. We help clients integrate or merge operations and create sustainable value by retaining competencies, identifying best practices within existing operations, streamlining processes and systems whilst simultaneously mitigating the risks inherent in the post-deal phase.



Cost optimization

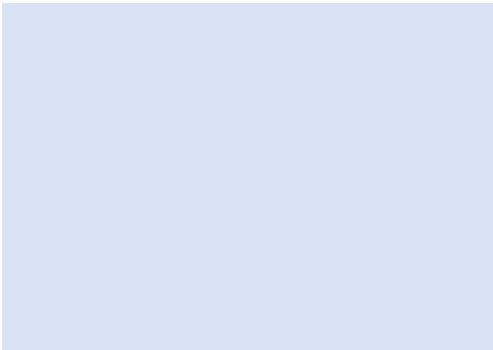
We help clients analyse opportunities to enhance profitability by providing an external perspective on ways to reshape their organization and eliminate significant costs through: material cost reduction, conversion cost reduction, indirect spending reduction, procurement shared services and manpower optimization.

Shared services and outsourcing advisory

Driven by the desire to cut costs and improve efficiency, companies have turned to shared services and outsourcing to enhance competitiveness. Tervuren's delivery models enable organizations to compete more effectively by transforming their internal operations. Our team is experienced in guiding clients through the various functional areas of shared services and outsourcing.

Supply chain and logistics transformation

Shifting patterns in supply and demand, cost pressures and market conditions mean that businesses need to be increasingly agile, cost effective and responsive to customer demands. Our experts help clients turn risks into opportunities throughout the supply change cycle by providing the following services: supply chain planning and execution, logistics cost reduction, location analysis, network design and optimization, warehouse design and management.





Technology Services

Tervuren's technology services are designed to guide clients through the rapidly changing technology landscape, helping them to manage projects on time and on budget, protecting and securing critical information assets, demonstrating effective regulatory compliance and creating business value by embracing changes in technology.

Cyber security

Our experts help clients to develop processes to protect information assets. We incorporate a full life cycle approach including assessment, architecture, as well as implementation and monitoring services to help clients ensure that their information is protected

IT advisory

Enterprise resource planning

We help clients to manage and monitor their major application systems, including, but not limited to major ERP packages and business intelligence applications. Our services also cover the following areas: application strategy formulation, IT application and selection, project management, controls testing and operation, system stabilization and sustainment.



How we can help

We help clients manage technology risk, while providing them with the knowledge required to meet their strategic and financial goals.

Our team to delivers services in three distinct areas:

- IT advisory
- Digital solutions
- Cyber security



IT project advisory

IT projects can be very complex and challenging for clients to manage. We can make this process easier by developing and driving the appropriate implementation strategy and by setting up project management office (PMO) processes to reduce the risk of failure or delays.

Business continuity management (BCM)

BCM enables an organization to proactively plan for handling disaster scenarios by identifying gaps in the existing mitigation framework, responding effectively to the situation and enabling the business to recover identified processes at agreed service levels. Our team at Tervuren helps clients effectively manage BCM systems from the planning phase and throughout execution.

IT service management

We help clients to assess, design and implement the IT management capabilities that are required to support business requirements. This includes providing guidance on selecting and implementing technologies.

Digital solutions

IT strategy and performance

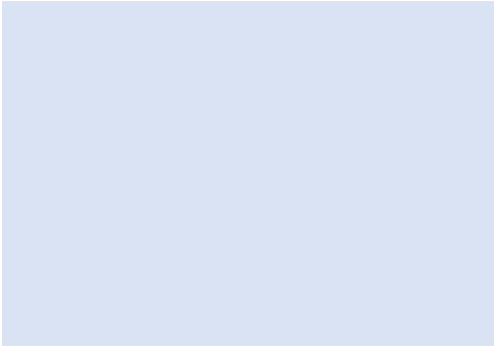
We work with clients to develop governance frameworks and drive effective IT strategy and performance. This helps organizations ensure their systems add value to their business whilst monitoring any risks inherent in technology.

Digital transformation

We drive digital transformation initiatives involving Omni-channel management, social media management, digital customer experience, digital analytics and innovation management.

Business intelligence and data analytics

We work with clients to select and implement the ideal business intelligence strategy. Our approach develops a roadmap to help clients improve their performance and seize growth opportunities, while managing risks and optimizing costs.





Risk Consulting

Complexity and change are driven by numerous forces, both external (regulations, marketplace events, changing economic conditions) and internal (new products, geographies, business models, quality of financial, operational and IT processes and controls), all of which impact an organization's risk profile.

A successful organization must be able to navigate these complex forces strategically to manage risk, drive business performance and achieve regulatory compliance.

Tervuren's Risk Consulting professionals helps clients manage their risk profile in the following areas:

- Revenue assurance
- Forensic
- Quality assurance reviews
- Internal audit
- IT audit
- Risk management
- Regulatory and contract Compliance
- Corporate governance.

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How we can help

Our professionals provide the experience, knowledge and local insight needed to help clients stay on track and deal with risks that have the potential to severely disrupt their business. We are supported by a network of accountants, technologists, economists, actuaries, data scientists, lawyers, mathematicians, ex-regulators, law enforcement personnel, forensic investigators and pure risk specialists. This gives us a thorough understanding of the economic and regulatory environment and the multinational capability to ensure that clients are best placed to make the right decisions at the right time.

Risk Consulting Service Offering
Internal Audit, Risk & Compliance Services (IARCS)
Financial Risk Management Services
Forensic Services



Internal Audit, Risk & Compliance Services (IARCS)

Tervuren's Risk Consulting practice works with heads of internal audit, senior management, audit committees and boards to help them develop a quality internal audit function that delivers strategic business assurance, identifies business opportunities and enhances organizational value. Our teams have extensive experience in providing internal audit, corporate governance, risk management, compliance and other advisory services for clients across various sectors and tailoring our methodologies to best fit the needs of the organization.

Forensic Services

We help clients manage fraud risk proactively (whistle-blowing mechanisms, agreement vetting) and reactively (investigations and dispute advisory). Our work helps clients navigate the complexity of commercial disputes, the risk of fraud and other inappropriate activity. Organizations that effectively monitor and swiftly respond to potentially damaging situations are better equipped to deal with them; thereby successfully reducing adverse financial, reputational and/or operational impact.

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How we can help

The proven methods we use in our Risk ? Consultancy practice at Tervuren include:

Evaluations of internal audit functions

- Co-sourcing and outsourcing services
- Continuous auditing/monitoring techniques
- Designing, executing and advising on enterprise risk management
 - Monitoring functions and governance practices

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How we can help

At Tervuren, we are committed to:

- Investigating forensic fraud and claims of misconduct using the most up-to-date forensic technology gathering corporate intelligence for legitimate purposes
- Dealing with dispute advisory upholding anti-money laundering laws and participating in regulatory compliance checks
- Proactively engaging in fraud risk management to develop fraud



Financial Risk Management Services

In light of the current economic landscape, financial risks have never been more acute. Capital reserves, credit portfolios, investment policies and capital and debt profiles all demand constant scrutiny to adequately manage and mitigate risk. Our professionals help clients navigate some of the most complex business issues – shaping their thinking from boards to operational management to transform risk into advantage.

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How we can help

At Tervuren, our qualified professionals ensure that clients' financial risks are minimized by helping to:

Establish a thorough risk governance framework

Reassess existing risk management frameworks, while checking for flaws

Achieve compliance with regulatory risk management guidelines

Assist in risk assessment and management



Industry Focus

At Tervuren, our industry-focused networks provide an informed perspective on the latest trends and issues affecting clients' businesses. We combine global insight with local knowledge to ensure that clients receive tailored, fit-for-purpose services that are designed to deliver real value. Our industry groups include:

Financial Services

We help clients address the most complex business issues in financial services organizations including banks. We also have financial services experts within our Advisory and Tax teams.

Building, Construction, Infrastructure & Real Estate

Our experts work with contractors, investors, lenders and the government across the supply chain to provide informed perspectives and clear solutions while drawing experience from a variety of backgrounds.

Small and Medium Enterprises

Small and Medium Enterprises (SMEs) make a significant contribution to Uganda's national economy. And in doing so, they face their own unique challenges. Our dedicated experts help businesses address their challenges and utilize opportunities, with full understanding of the complexities of running an SME.

Energy, Oil and Gas

Our energy and natural resources specialists work with several organizations in the oil and gas, power and utilities and respond to trends and issues facing the sector.



Government

Our teams have a deep understanding of the issues that government clients face. We use insight and our strong understanding of the local operating environment to address the concerns of government clients and provide them with viable solutions to meet their needs.

Not-for-Profit

We recognize that Non-Profit Organisations and Non-State Actors generally have special needs. We have dedicated ourselves to providing a specialist service to help meet those needs. Our industry experts use their NFP sector-based knowledge to provide professional advice on a wide range of areas.

People

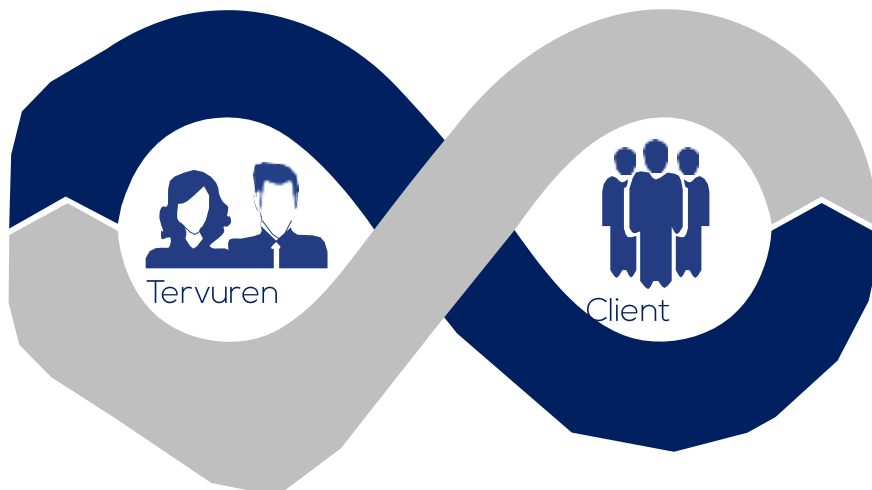
Our people flourish and realise their full potential.

Knowledge

We continuously extend the frontiers of our shared knowledge

Clients

We are passionate about working with our clients to deliver value beyond their expectations





Not-For-Profit Organizations office

We recognize that Non-Profit Organisations and Non-State Actors generally have special needs. At Tervuren GMS, we have dedicated ourselves to providing a specialist service to help meet those needs.

We combine leading Not for Profit sector specific practices, methodologies and tools together with fresh thinking and tailoring our services to create meaningful client experiences.

SUMMARY OF OUR NOT FOR PROFIT SECTOR LINES OF SERVICE

We can provide a full range of services for Not-For-Profit organisations including:

Auditing & Investigations

- Annual Audits
- Grant and Project Audits
- Expenditure Verifications
- Micro Credit Schemes
- Specialized and Evaluation Reports
- Donor Oversight Reports
- Investigations and Reconstructive Audits

NGO Sector Management & Support

- NGO Restructuring and Rescue Programmes
- NGOs Co-ordination Act issues ▪ Immigration Services
- Workshops / Seminars on Current issues
- NGOs Registration, De-registration & Dissolution


Capacity Building

Leadership & Governance Training
Support in Strategic Planning
Organisation Evaluation and & Strengthening



Tax

- Withholding Tax Management
- Corporation Tax ▪ Personal (PAYE and Annual)
- Tax Exemption Issues
- Tax Research and Advisory Support



Work with Government & Semi-Autonomous Government agencies
Public Procurement Reviews, Audits & Training
Infrastructural Audits



Clients that our professionals have worked with over the years

Tervuren GMS has over 10 professionals offering internal audit, external audit, forensic, IT, project audit, tax advisory, financial management, systems implementation, accounting, payroll, legal, out sourcing, Immigration assistance services for expatriates, capacity building and consultancy services. Our team has over 50 years combined professional experience and our professionals such as Gonzaga Mugumya, Richard Okia, Solomon Kalule, Raymond Mugisha and others have previously engaged and been part of teams that have offered audit and consultancy services to several Bilateral & Multi-lateral Organisations, Donor funded programmes/projects, Funding Partners, International Non-Governmental Organisations, National Non Governmental Organisations, Semi-Autonomous

- Sightsavers International-Uganda
- Bwindi Mgahinga Conservation Trust (BMCT)
- Uganda Key Population Consortium (UKPC)
- The Way Home Africa
- VSO International
- World Wide Fund For Nature (WWF)
- Human Rights Awareness and Promotions Forum (HRAPF)
- Alive Medical Services (AMS)
- European Union funded projects
- DFID funded projects
- World Food Program funded projects
- UNHCR funded projects
- USAID funded projects
- The Global Fund to fight AIDS Tuberculosis and Malaria
- Windle International
- Global Livingstone Institute
- Send A Cow
- HorizonT3000
- Caritas International Belgium
- Frontline AIDS formerly IHAA
- Conservation International
- Medical Teams International
- International Gorilla Conservation Programme (IGCP)
- Africa Nonprofit Chore (ANCHOR)
- Elizabeth Glaser Pediatric AIDS Foundation (EGPAF)
- Amnesty International
- National Lottery Community Fund (NLCF) funded projects
- Emergency - Life Support For Civilian War Victims

Our Team

Gonzaga Mugumya, Managing Partner, FCCA, CPAU, ACT, IIACert, B.Sc Engineering

Gonzaga is the Managing Partner at Tervuren GMS. He provides overall leadership, planning, and report review. Gonzaga leads a group of professionals that understand the environment in Uganda and Africa. He has over 16 years of professional experience drawn from the United Arab Emirates, Uganda, Ghana, South Africa, Oman, Tanzania, DRC, Kenya, Botswana, etc. He has in-depth knowledge of International Financial Reporting Standards local and international taxation. He previously worked with Standard Chartered Bank Group as Senior Audit Manager, Stanbic Bank Group as the Internal Audit Manager, and PriceWaterhouseCoopers. Gonzaga has carried out statutory audits for a wide range of companies including manufacturing, financial services, Telecom Companies, and Banks, and has been part of several values for money audits for various donor-funded projects and other public and private sector clients. He is a Chartered Accountant and a Fellow of the Association of Chartered Certified Accountants (ACCA – UK), a member of the Institute of Certified Public Accountants of Uganda (ICPAU). He has a Certificate in Treasury from the Association of Corporate Treasurers, (ACT – UK), a Certificate in Internal Audit and Business Risk (IIA – UK), and a BSc in Civil Engineering from Makerere University Uganda.

Richard Okia Director Advisory Services, CFIP, PGD Monitoring and Evaluation, BBA (Finance)

Richard is our Director Advisory Services and a Certified Forensic Investigations Professional (CFIP). He has over 10 years' experience in internal and external audit, investigations, due diligence, consultancy, training and capacity building, financial management, proposal preparation and systems implementation, business development and relationship management in the private, public and NGO Sector. He previously worked at global accounting firms, Crowe and HLB Jim Roberts. He has provided consultancy services on projects funded by USAID, European Union, UNHCR, WFP, DFID, World Bank, Swedish and Dutch Governments as well as Government institutions such as Uganda Wildlife Authority (UWA), Uganda Clays Limited, UETCL, Uganda National Roads Authority (UNRA) and Local Governments. He is a member of the Institute of Internal Auditors (USA), the Association of Certified Compliance Professionals in Africa (ACCPA) and International Institute of Certified Forensic Investigation Professionals. He holds a Bachelor of Business Administration (Finance) from Makerere University Uganda, a Postgraduate Diploma in monitoring and Evaluation as well as a Forensic Investigation Masterclass.



**Solomon Kalule,
Financial Management Specialist, FCCA, MBA, B. Com**

Solomon is our Financial Management specialist. He is a “Big 4” trained, passionate and motivated professional chartered accountant with over 12 years’ experience. He has adequate accounting, transfer agency, transaction management and regulatory experience covering a wide range of fund structures investing in different sectors such as real estate, infrastructure and Private Equity. He specialises in risk management, internal controls, resource performance measurement, governance, fraud and investigation services. He also has a multi-sector audit experience with a strong financial services focus including compliance reviews for a number of AIM listed funds. With previous experience working at KPMG, Deloitte, BDO and Mazar, Solomon has carried out statutory audits for a wide range of companies including manufacturing, financial services, Not for Profit, Telecom Companies pharmaceuticals and Banks. He is a Chartered Accountant and a Fellow of the Association of Chartered Certified Accountants (ACCA – UK). He has a Master of Business Administration (MBA) from the University of Leicester, UK and a Bachelor of Commerce from Makerere University Uganda

**Raymond Mugisha Mpora
Risk Management Specialist, CRA, MA. Economic Policy Management**

Raymond is our Risk Management specialist. He conducted consulting assignments on the subjects of risk management, compliance management, internal control and corporate governance enhancement. With a career span of over 15 years, he has worked at PwC and Deloitte & Touche in executive management roles in enterprise risk management and audit in Uganda, Zimbabwe and Botswana. He has audited public sector projects under Government, UNHCR, USAID, Amnesty International, Windle Trust and other entities. He has developed and overseen implementation of enterprise risk management frameworks for different companies ensuring that businesses form strategies that deliver resilience within changing market conditions and evolving operating environments. He has been responsible for starting risk management departments for various organisations. Raymond is a Chartered Risk Analyst and Agricultural Engineer. He holds a Masters Degree in Economic Policy Management and BSc. Engineering from Makerere University, Uganda. He is a Fellow of the American Academy of Financial Management.

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