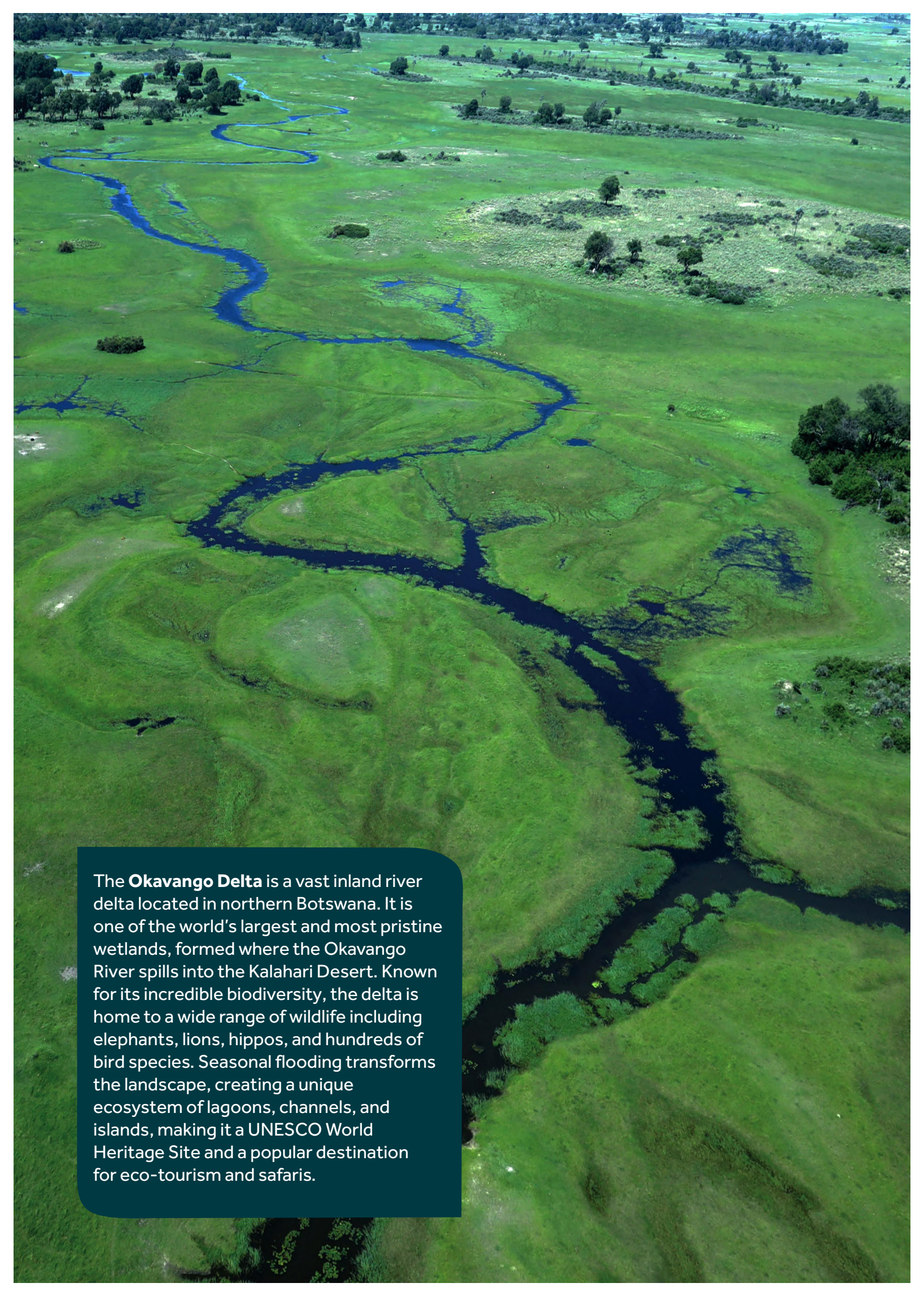




Business Profile

Nexia
Botswana
Audit. Tax. Advisory.



The **Okavango Delta** is a vast inland river delta located in northern Botswana. It is one of the world's largest and most pristine wetlands, formed where the Okavango River spills into the Kalahari Desert. Known for its incredible biodiversity, the delta is home to a wide range of wildlife including elephants, lions, hippos, and hundreds of bird species. Seasonal flooding transforms the landscape, creating a unique ecosystem of lagoons, channels, and islands, making it a UNESCO World Heritage Site and a popular destination for eco-tourism and safaris.

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"At Nexia Botswana, we are driven by a passion for service excellence and integrity - empowering mid-market businesses to succeed while nurturing the growth of our people. Backed by Nexia's global reach and strengthened by deep local insight, we deliver quality solutions with a personal touch."

Jayaram Karumathil
Managing Partner

About Nexia

Nexia is a leading, global network of independent accounting and consulting firms. When you choose a Nexia firm, you get a more responsive, more personal, partner-led service, across the world.

Nexia Botswana is a member of Nexia, providing a comprehensive portfolio of audit, accountancy, tax and advisory services.

Nexia works with its member firms leveraging strength across the network and enabling the delivery of global solutions by member firms to their clients.

Comprehensive services mix:

Nexia member firms provide the highest standards of audit, accounting, tax and advisory services to help guide you through the increasingly complex global business and financial environment.

Cross-border solutions:

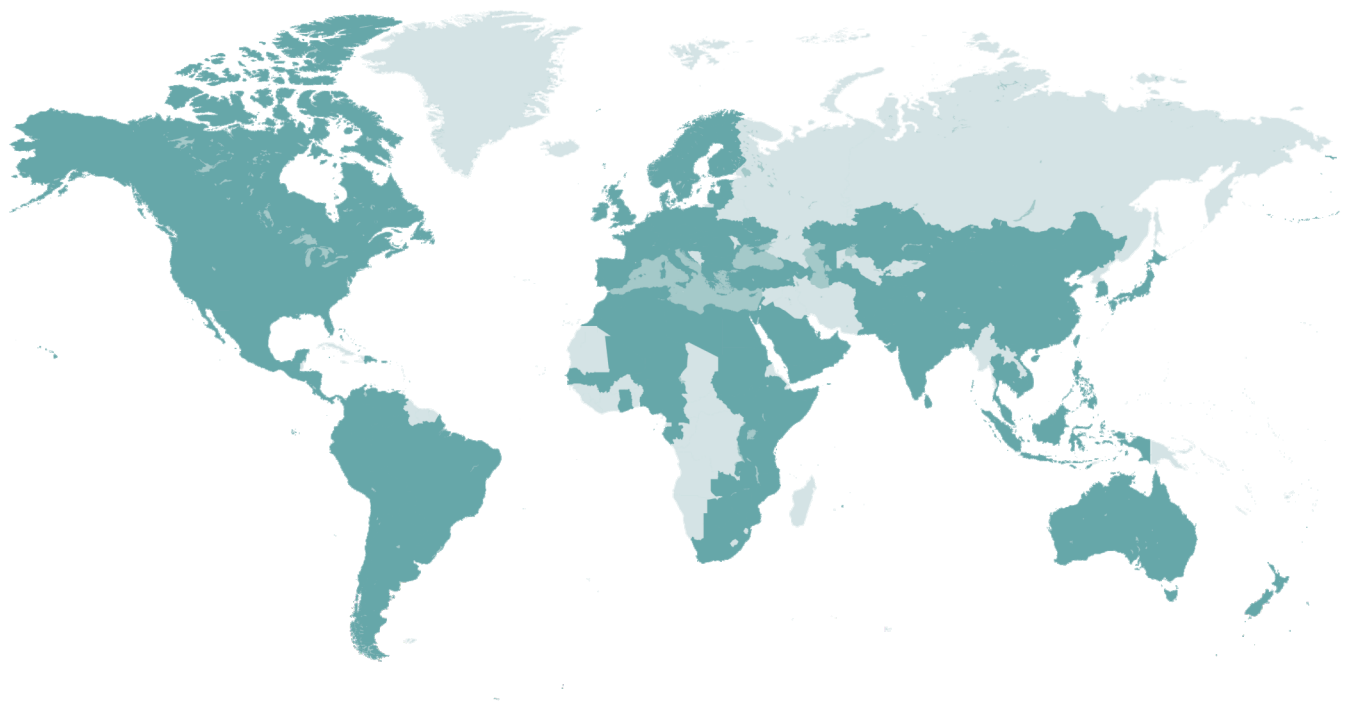
Experts from member firms around the network work together to provide cohesive, customised services to solve cross-border business issues and advise individuals on wealth creation and preservation.

Consistent quality:

The key to Nexia is the strength of its member firms and the ability to deliver a consistently high quality of service in all major global economic and financial centers.

Local knowledge and expertise:

The expertise of its members firms, coupled with their detailed knowledge of local regulations, cultures and customs, gives you access to the best possible advice, tailored to your individual business or personal needs.



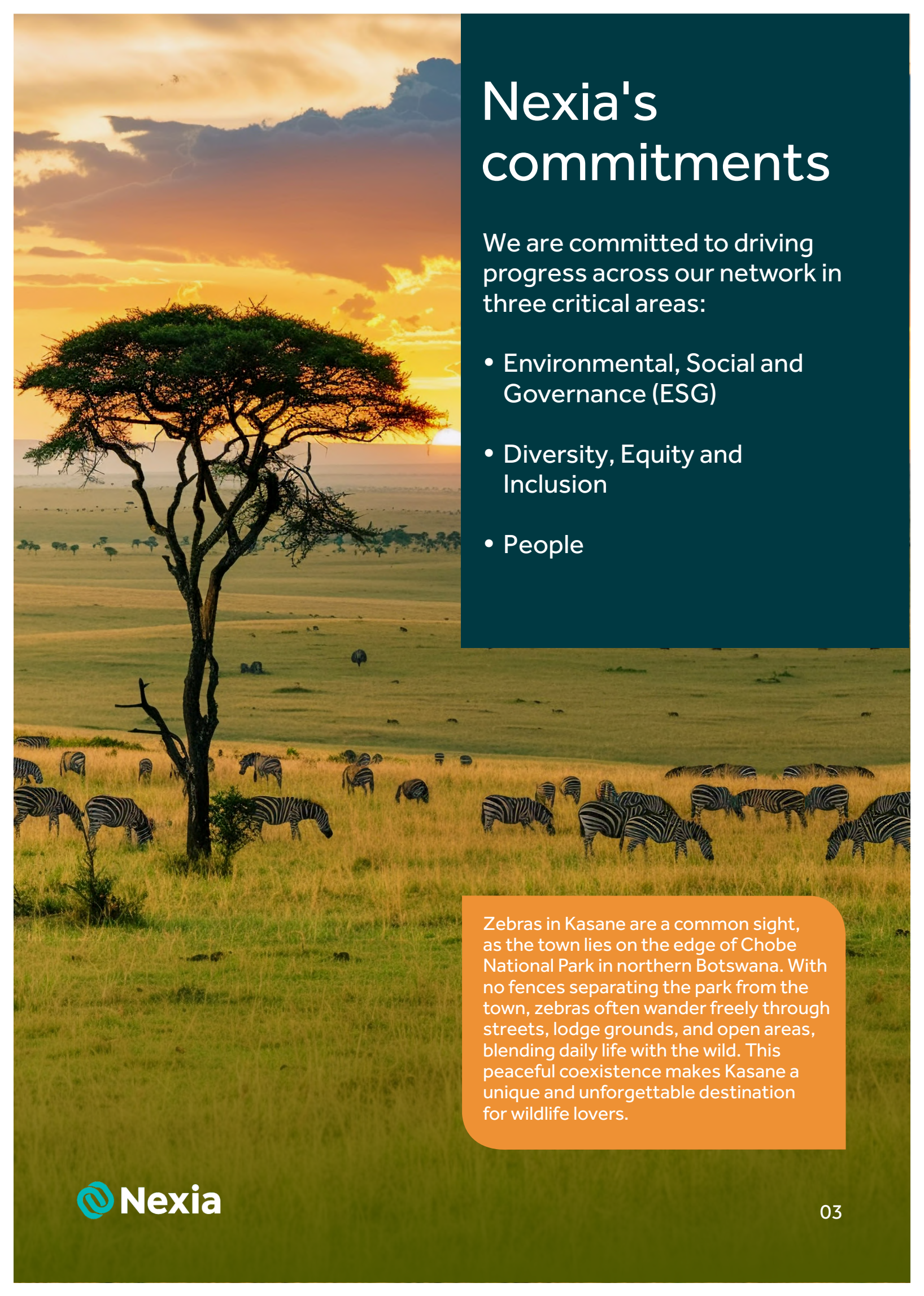
Our world in numbers



Nexia is a leading worldwide network of independent, high quality accounting and consulting firms, which helps to meet the business and financial needs of organisations and individuals with an international outlook.



nexia.com



Nexia's commitments

We are committed to driving progress across our network in three critical areas:

- Environmental, Social and Governance (ESG)
- Diversity, Equity and Inclusion
- People

Zebras in Kasane are a common sight, as the town lies on the edge of Chobe National Park in northern Botswana. With no fences separating the park from the town, zebras often wander freely through streets, lodge grounds, and open areas, blending daily life with the wild. This peaceful coexistence makes Kasane a unique and unforgettable destination for wildlife lovers.

About Nexia Botswana

Nexia Botswana is one of the leading audit and advisory firms in Botswana, providing accounting, audit, and consulting services.

We are part of Nexia, one of the largest auditing firm networks globally.



Nexia Botswana offers clients a broad range of accounting, business consulting, financial advisory, risk management, and tax services. Our client service teams, under the leadership of a team of veterans help create powerful business solutions for small, medium and large enterprises. The integrated approach combined with insight and innovation from multiple disciplines, together with business knowledge and industry expertise help us to assist our clients to exceed their expectations.

Whether you are establishing a new business or managing a large corporate group, we can help you sustain and grow your company. At Nexia Botswana, we offer services tailored to your unique needs. From setting up a new venture or diversifying into a new industry, to mergers, takeovers, amalgamations, or even implementing a simple accounting system - we provide customized solutions designed for your success.

At Nexia Botswana, we know you need more than a functional solution to your business problems, you need real industry insight. Nexia Botswana can deliver this expertise and more. We believe in the value of relationships. We view every client relationship like a partnership, and truly believe that our success is a result of your success. We take pride in giving you the assurance that the personal attention you receive comes from years of advanced training, technical experience and business acumen.

While our firm has extremely capable, talented, experienced, well trained professionals and support staff, all of our client engagements include the extensive involvement of at least one of our Directors. Nexia Botswana currently has staff strength of more than 50, employing 42 citizen staff apart from the partners.

Our African Reach

While Nexia Botswana has offices in Gaborone and Francistown each offering the same high level of client care and commitment according to our signature methodologies, we extend past our border into the greater African region, and continue to grow.



Our Offices

P O Box 3313,
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Facts & Figures Botswana

2008
Established

2016
Member firm of
Nexia

2
Offices in
Botswana

500+
Clients

50+
Employees

40+
Citizen Staff

60%
Female Staff

72%
Youth Staff

We pride ourselves on delivering a personalised service that revolves around being easily accessible to our esteemed clients and promptly addressing their requirements in a timely manner.

We prioritize cultivating robust and enduring partnerships, which are founded upon our commitment to exceptional service, unwavering quality, and a well-established reputation for enhancing value.



OUR MISSION

Our mission is to be the most trusted firm in the mid-market segment by providing personalized top quality services, helping the clients to succeed and also providing fulfilling career opportunities for our people.

OUR VISION

“To be one of the leading firms in the mid-market segment”

OUR VALUES

- ☐ Service Excellence
- ☐ Integrity
- ☐ Teamwork
- ☐ Quality
- ☐ Commitment
- ☐ Continued Personnel Development

Professional affiliation

Member of Botswana
Institute of Chartered
Accountants (BICA)

Member of Botswana
Accountancy Oversight
Authority (BAOA)

Approved BICA
Trainer

USAID
Certified Auditor



Botswana Institute of Chartered Accountants (BICA)

Nexia Botswana is a proud member of the Botswana Institute of Chartered Accountants (BICA). This affiliation ensures that our practices adhere to the highest standards of professional conduct and ethics. Our team includes members who are Fellows, Associates, or Accounting Technicians of BICA, demonstrating our commitment to professional excellence.

Botswana Accountancy Oversight Authority (BAOA)

We are also affiliated with the Botswana Accountancy Oversight Authority (BAOA), which oversees the quality and integrity of our audit and assurance services. This affiliation underscores our dedication to maintaining the highest standards in our professional services.

Approved Training Provider

Nexia Botswana is an approved training provider for BICA. This status allows us to offer comprehensive training programmes to our staff, ensuring they receive the best possible professional development and stay updated with the latest industry standards.

Investment in use of technology

Cybersecurity and Data Protection

At Nexia Botswana, we prioritize the security of our clients' data. We have invested in advanced cyber security measures, including encryption technologies and cloud-based solutions, to ensure that all sensitive information is protected. Our teams undergo regular training on cyber security awareness to stay ahead of potential threats.

Advanced Software Solutions

- We utilize a range of specialized software to enhance our service delivery:
- Audit Software: Our patented audit software ensures accuracy and efficiency in our audit processes.
- Financial Statements Preparation Software: This software helps us prepare compliant and accurate financial statements.
- IFRS Compliance Software: Ensures that our financial reporting adheres to international standards.
- Cloud Accounting Software: Provides clients with easy access to their financial data, ensuring convenience and efficiency. clients.

Continuous Innovation

We always strive to be in the forefront of technological advancements. Our investment in technology helps us to improve our service delivery and also ensures that we can offer innovative solutions to meet the evolving needs of our clients.

Nexia Protect

At Nexia Botswana, we recognize cyber security as one of the most critical risks facing modern businesses today. In line with Nexia International's governance priorities, we are proud to be part of Nexia Protect - a global cyber security programme designed to enhance resilience across the network. Nexia Protect is a dynamic and evolving cyber security ecosystem that supports member firms in strengthening their defences against digital threats. The programme promotes the adoption of standardized risk management practices and aligns with globally recognized security frameworks such as NIST, CSA, ETSI, and CMMC.

Following a successful pilot conducted by the Nexia International Digital Committee in 2022, and its presentation across all regional conferences, Nexia Protect is now live. At Nexia Botswana, we are actively participating in this initiative to ensure our systems and practices meet the highest standards of cyber security.

Our commitment to this programme reflects our broader goal: to safeguard our clients, our people, and our operations while delivering services with integrity and excellence.

Meet our senior management



Anil T N
Executive Chairman

Head of Business
Advisory Services

Anil is the Founder and Executive Chairman of the firm, with over 30 years of experience in Botswana. A trusted advisor in advisory, turnaround strategies, taxation, and business consulting, he has guided many prominent citizens and businesses. With deep expertise in the farming sector, Anil has helped agricultural enterprises streamline operations and achieve sustainable growth. His leadership has been central to building the firm's strong reputation for innovation and impactful solutions.



Jayaram K
Managing Partner

Head of Assurance
Services

Jayaram is the Managing Partner of Nexia Botswana, playing a key role in driving the firm's growth and strategic direction. He is instrumental in making high-impact decisions, overseeing marketing and branding, and strengthening the firm's relationship with Nexia International. In addition to leading the audit team, Jayaram also provides expert consulting and advisory services, ensuring clients receive innovative and value-driven solutions. His leadership continues to position the firm as a trusted name in the industry.



Akhil Harindranath

Assurance Partner

Akhil is an Assurance Partner with more than 10 years at Nexia Botswana. He leads a dynamic audit team, bringing strong technical expertise and managing a wide client portfolio. Known for upholding the firm's high standards, his leadership ensures consistent delivery of exceptional audit services and client satisfaction.



**Venkata Subba Rao
Paluri (Mr. Paluri)**

Senior Partner
Francis Town

With over 30 years of experience, Mr. Paluri is a highly respected figure in Francistown's business community. He specializes in audit, accounting outsourcing, and taxation, offering trusted guidance to numerous family-owned businesses. Renowned for his integrity and deep industry insight, he plays a vital role in delivering high-quality services and building lasting client relationships.



**Gopalakrishnan
Ramachandran
(Kannan)**

Director, Entrepreneurial
Business Solutions (EBS)

Kannan leads the EBS division with over a decade of experience in Botswana. A specialist in accounting outsourcing and VAT, he supports family-owned businesses with tailored, practical solutions. His client-centric approach and deep tax expertise have significantly contributed to the firm's trusted reputation in this space.

Skill Enhancement and Professional Advancement

Empowering Our Team

Comprehensive Training Programmes

At Nexia Botswana, we believe in the continuous professional growth of our staff. Our comprehensive training programmes support our employees in achieving professional qualifications by covering tuition fees, examination fees, and providing study leave. This initiative enhances their technical skills aligned with fostering career growth and leadership within our firm.

Recognized Training Provider

We are recognized by leading professional bodies, allowing us to offer top-tier training to our staff. This ensures that our team remains at the forefront of industry standards and practices, providing exceptional service to our clients.

Professional Development Opportunities

We offer a variety of professional development opportunities, including workshops, seminars, and on-the-job training. These opportunities help our staff stay updated with the latest industry trends and best practices.





Leadership and Quality Management

Quality Management System (QMS)

Our Quality Management System (QMS) outlines the policies and procedures that ensure we maintain the highest standards of service. Regular training sessions cover ethical requirements, quality standards, and best practices, ensuring our team is well-equipped to deliver excellence.

Leadership Development Programmes

We offer several leadership development programmes to nurture the next generation of leaders within our firm:

- **Executive Leadership Programme:** Designed for senior leaders, this programme enhances strategic thinking and leadership skills.
- **Professional Coaching Programme:** Provides our leaders with accredited coaching skills to support their teams effectively.

- **Global Leadership Programme:** For experienced managers, focussing on global business perspectives and client relationship management.
- **Emerging Leaders Programme:** Prepares high-potential managers for future leadership roles through intensive training and development.

Commitment to Delivering the Best

Our commitment to training and professional development ensures that our staff are always prepared to meet the challenges of the dynamic business environment. By investing in our people, we ensure that Nexia Botswana & Associates continues to deliver high-quality services to our clients.

Values and Ethos

Gender Empowerment

Nexia Botswana believes every woman has a story to tell, although it is rarely heard in male-dominated workplaces. Our innovative leadership practices at Nexia Botswana is giving women a voice, squaring the boardroom and balancing the gender equality scales. At Nexia Botswana, we recognize the importance of gender empowerment and want our audience to know that we are actively walking the talk. Despite operating in a traditionally male-dominated industry, women make up 60% of our workforce - a reflection of the significant strides we've taken toward creating a more inclusive and equitable workplace.

The benefits of gender empowerment are many and impact both men and women in the workplace, who reap the rewards of a business that is built on fairness – that is fair treatment of all its people. We benefit from

the blend of vision and strategic imperatives that are the hallmark of inclusive direction and management of the organisation. This is more than unity in diversity; it is strength in diversity.

The topic is important because while transformation has been in the spotlight for a long time and is an issue that we have addressed since our inception. As such we recognise the social inequality of women and address it because that is what is fair and what makes business sense to us.

Gender empowerment is just one way we have been able to grow our business to a world-class service provider not just at the forefront of social issues, but also other issues facing our industry, be it disruption, technology or corporate governance.

Our commitment to gender empowerment provides a further reason to turn to Nexia Botswana as a professional service provider of choice who demonstrates that we are truly part of the South African community.



Talent Management

Recruitment

Our firm has adopted 'market and best practices' in its initiatives to attract and retain employees. We achieve this by retaining employees who see Nexia SAB&T as a great place to work in and is determined largely by the quality of leadership and good management practices, which entail:

- Remunerating employees well
- Rewarding exceptional performance
- Developing employees
- Communicating openly and sharing information
- Caring for their employees
- Recognizing achievement publicly and celebrating successes
- Not tolerating poor performance
- Developing and maintaining a reputation as being "an employer of choice" This reputation is often best promoted by own employees

Retention

A collaborative process between Human Resources and Line Management is employed to identify candidates and attract and retain them.

Our attraction and retention initiatives include monetary and non-monetary interventions, and we approach this objectively and holistically.

Team selection

We recruit strategically critical individuals whose attraction and retention are critical to ensure the achievement of key strategic goals. Although not mandatory, candidates in this group are likely to be senior decision makers. The identification of these key individuals is based on a set of guiding criteria which rests within the discretion of the Executive Management Team.



Talent (Performance) Management

While high performance and critical skills may be rewarded, poor performance must be adequately managed. Market leading practices thrive in a high-performance culture.

Personnel & career development:

Personal and intellectual challenge rate as a top priority amongst skilled employees.

We are in a position to attract and retain the skills and key employees by providing:

Formal training

International; exposure/experience by means of projects, seminars and workshops

Quality of Life

Our firm boasts an environment that enhances the quality of life and provides facilities which include a safe office environment and a focus to their wellness.

Recognition

Create a well-managed recognition programme that can contribute towards considerable contribution to the well-being of employees and the culture of the firm.



Corporate Social Responsibility

At Nexia Botswana, we believe in the transformative power of education. As part of our ongoing commitment to community development, we actively support initiatives that foster educational growth for children. Our contributions include donations to schools, providing educational materials to orphanages, and supporting organizations dedicated to the well-being of vulnerable children.

Some of our notable donations include contributions to the President's covid relief fund, Ditshukudu Primary School and Gamodubu child care trust and the provision of essential learning resources to various orphanages. We are proud to play a role in creating brighter futures and are dedicated to continuing our support for education and community empowerment.



Jwaneng Mine, Southern Botswana.

Botswana is rich in minerals, with mining being a key part of its economy. The country is best known for its diamond mines, including Jwaneng and Orapa, which are among the largest in the world. It also has copper, nickel, coal, and gold mines. Mining has helped drive Botswana's growth and development.

Helping your business grow

Tailored Business Solutions

Nexia Botswana & Associates is dedicated to your business prosperity. Our extensive knowledge and expertise allow us to offer effective, tailor-made solutions for improvement and growth at every stage of the business life cycle. We support clients with pragmatic advice and innovative solutions, leveraging our deep understanding of various industries.

Comprehensive Services

Audit and Assurance: Providing comprehensive audit services to ensure financial accuracy and compliance.

Business Advisory: Offering strategic advice on business restructuring, mergers and acquisitions, financial modelling, and more.

Taxation: Delivering expert tax planning, compliance, and consulting services to optimize your tax position.

Corporate Services: Assisting with business setup, company formation, and statutory compliance to streamline your operations.

Proactive Approach

We take a proactive and collaborative approach, working closely with you to understand your challenges, growth ambitions, and commercial context. Our advice is tailored, responsive, and agile, ensuring that we help you achieve your business goals.

Industry Expertise

Our team has a deep understanding of various industries, allowing us to provide specialized advice and solutions. Whether you are in the consumer products, education, energy, financial services, healthcare, or public sector, we have the expertise to help you succeed.

Client-Centric Focus

Nexia Botswana & Associates, our clients are at the heart of everything we do. We prioritize building strong, long-term relationships and delivering exceptional value. Our client-centric focus ensures that we are always aligned with your business objectives and committed to your success.

Our Experience

Nexia Botswana is recognized for its deep technical expertise and profound understanding of industry-specific regulations. No matter your goals, we are here to help you achieve them.

We have knowledge and experience across a variety of industries with more than 500 satisfied clients from all levels, listed and unlisted:



Agriculture & Farming



Education, Skill Development & Training



Asset Management, Financial Services & Investments



Property Development



Medical



Diamond Cutting Industry



Food



Hospitality



Entertainment & Media



Manufacturing



Logistics, Transport & Shipping



Retail



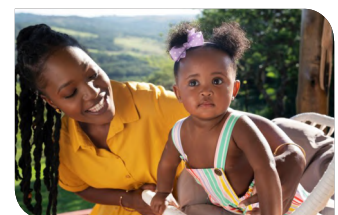
NGOs, NPOs & Society



Mining & Exploration



Construction & Engineering



Health & Recreation



Our Services

Audit and Assurance

- External Audit
- Business Risk Services.
- Due Diligences
- Compliance Reporting
- Forensic Audit
- IT Audit

Entrepreneurial Business Solutions

- Management Accounting and Reporting
- Outsourcing Accounting Professionals.
- Payroll Processing
- Business Process Management
- Preparing IFRS Compliant Financials
- Yearly Budgeting and its Comparisons With Actual Results

Business Advisory Services

- Business Restructuring
- Merger, Acquisition, and Investment Financial Modelling
- Business Valuations
- Transaction Advisory and Corporate Finance
- Integrated Assurance Services
- Family Business Consulting
- Succession Planning

Taxation

- Compliance - Corporate and Personal
- Tax & VAT Consulting
- Tax Planning and Restructuring
- Tax and Transaction Structuring
- Estate Planning
- Transfer Pricing

Corporate Services

- Business Set Up
- Company Formation and Post Incorporation Statutory Formalities.
- Maintaining the Registered Office, Safe Keep and Updating the Statutory Records of the Company as required by the Companies Act.
- Preparation of Annual Returns and Filing with the Registrar of the Companies.
- Changing the Name of the Company
- Registration of a Business Name
- Opening of a Bank Account in Botswana.
- Registering the Company for Income Tax and VAT with Botswana Unified Revenue Services.
- Trading/ Manufacturing/Tourism License Applications/Renewals
- Share Transfer Documentation



Team Nexia, Gaborone



Team Nexia, Francistown

Contacts

Let's Connect

We'd love to hear how we can be of service to you. Please fill in the enquiry form below and someone from Nexia Botswana will be in contact with you. By filling in this form, you are consenting for your personal information to be processed.

Our Offices

Gaborone



P O Box 3313, Plot 54374 Unit 3 Block B,
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Phone: +267 316 6900 / +267 390 5498

Francistown



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Business Advisory Services

anil.tn@nexia.co.bw

Taxation

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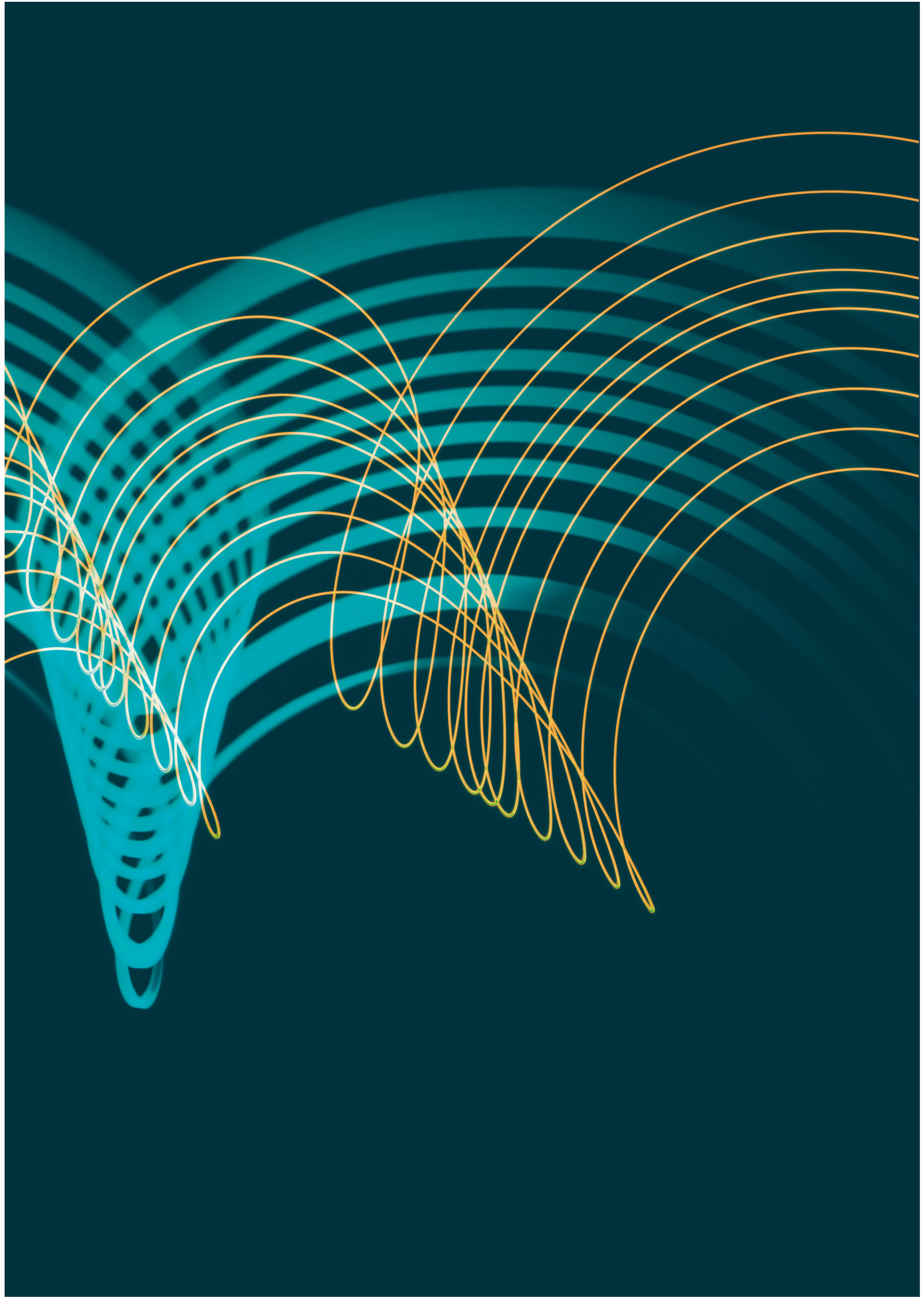
Audit & Assurance

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Member of  Nexia



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