



Corporate profile

Botswana

forv/s
mazars



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Our promise to you

We promise quality expertise, agility and understanding that deliver answers and experiences that are right for you.

- Consistent quality and a breadth of expertise. Our integrated model means we share goals, values and consistent standards. You get the expertise and capability you need, where and when needed, from professionals who work as one team across borders.
- A rewarding, frictionless experience. You work with an engaged and integrated team of experts that covers every country you are in. Your Forvis Mazars team understands your business, and adapt to your ways of working.
- A trusted, relevant partner. Our independent advice is shaped by an understanding of your context, local culture, and our global perspective. We are accountable, take responsibility, and seek to do the right thing.
- Partnership for change. Our purpose and values align us with your aims. We work as one with a committed team to identify opportunities for operational and technological innovation that deliver change for society.
- Experience with organisations like yours. Our deep local roots and experience mean you get advice that you can be sure is tailored to your context and culture, while benefiting from our global perspective.
- Confidence in your actions. Our international expertise, technical excellence and local understanding drive answers that are tailored to the unique circumstances you face. We will always be accountable, take responsibility, and seek to do the right thing.



Proud Motswana leadership

Forvis Mazars in Botswana is a Citizen- Owned firm that prioritises Local Empowerment and Economic Growth in Botswana

Under the leadership of our Managing Partner, Madhu Menon, a proud Motswana and strong believer in citizen empowerment, Forvis Mazars in Botswana prioritizes local employment.

A significant aspect of Forvis Mazars' operations is its commitment to local recruitment. By creating job opportunities for Botswana professionals, the firm contributes to the nation's employment rates while simultaneously empowering individuals with essential skills and experience. Emphasizing the importance of employing local talent and providing services to locally owned businesses, and engaging with foreign investors, the firm creates a cycle of growth and opportunity that benefits not only its clients but the nation as a whole.

As a leader, Mr. Menon's passion for youth development further sets the tone from the top. The firm invests in training programs and mentorship opportunities aimed at benefiting the firm's upcoming professionals, with the goal of developing the next generation of leaders.

Forvis Mazars stands out as an "employer-of-choice" for many young Botswana professionals by providing them with an environment where they can learn, grow, and thrive.

By leveraging our expertise and resources, we strive to empower local businesses, nurture entrepreneurial spirit, and contribute to the overall economic resilience of the nation. We believe that through collaboration with various stakeholders, including government entities, private sector partners, and community organizations, we can help build a robust economic framework.

As Botswana advances towards a prosperous and inclusive future, Forvis Mazars remains committed to playing a crucial role in shaping a thriving economic landscape where every Motswana has the opportunity to succeed. Our commitment extends beyond mere financial growth; we aim to support sustainable development, innovation, and equitable opportunities for all.

“Every obstacle presents an opportunity.

Success lies in recognizing and turning it into a tool of progress and continued growth.”



Madhu Menon Kalathil
Managing Partner
Accounting, Outsourcing & Advisory

Forvis Mazars in Botswana

Forvis Mazars in Botswana was founded in 1982 and is one of the leading accounting firms in the country, operating from 8 offices, with 7 Partners and more than 270 professionals nationally.

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Forvis Mazars in Botswana is recognized through the following:

As such, Forvis Mazars Botswana is recognized through the following accreditations:

- Registered with PPRA (formerly known as PPADB).
- Registered for the Economic Diversification Drive (EDD) initiative.
- Registered with BAOA as Auditors of PIE
- Registered with BICA as an Audit Member-Firm.
- BSE registered Auditor and Reporting Accountant.

Forvis Mazars provides clients with a national service no matter where they are. In Botswana we are located in the following places.



Offices

Francistown, Gaborone, Ghanzi, Kasane, Lobatse, Maun, Palapye, Selebi Phikwe.

Majority

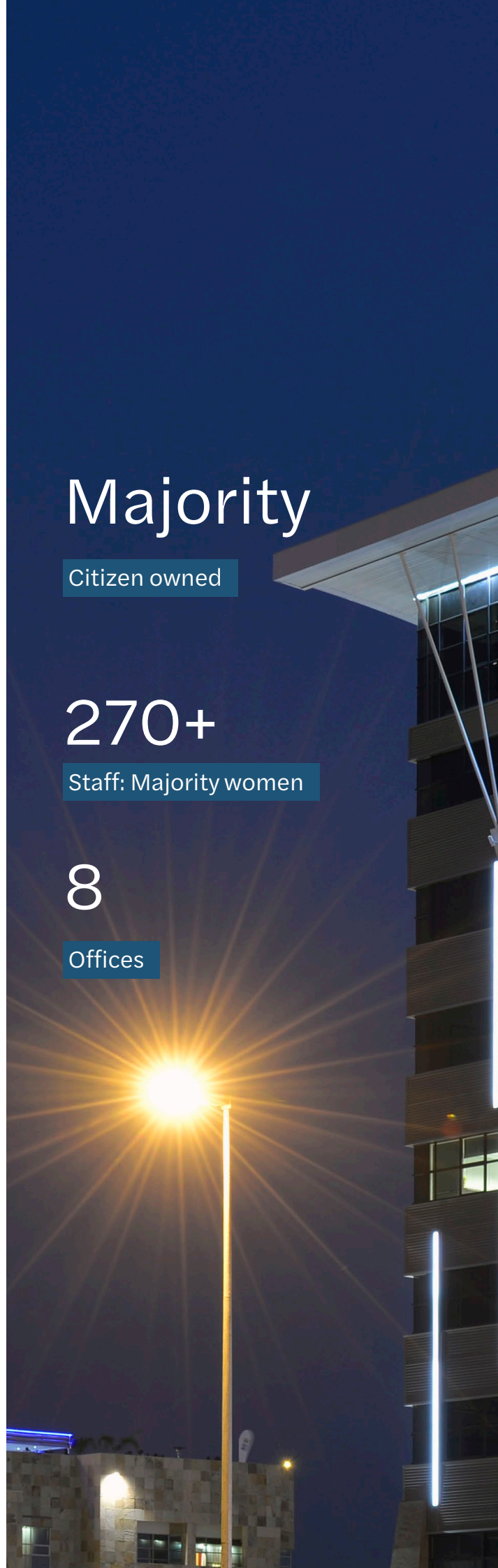
Citizen owned

270+

Staff: Majority women

8

Offices



Range of services

The range of services offered includes the following:

Assurance services

Whether you are a listed company or an ownermanaged business, Forvis Mazars has the knowledge and expertise to provide an efficient and value-adding audit. We add value to your business, whilst meeting all of the regulatory and legal requirements that make the process so complex and demanding.

Adding value

We believe that audits should look beyond fulfilling regulatory obligations. Therefore, we use the opportunity to re-assess and improve client's business, thus adding value to the audit through lateral thinking and practical commercial insight.

Global reach

Shall your audit requirements extend over national borders, we provide an integrated service by deploying cross-border teams under a single Managing partner, ensuring the same levels of service and continuity that you experience locally.

Strong relationships

We acknowledge that mutually beneficial relationships grow from clear communication and honesty. In the audit space, consistency is key as the experiences gained from year to year aren't lost. At Forvis Mazars, we strive to keep your audit team consistent and manage succession in a responsible way so that the flow of knowledge is always seamless.

Whatever your business size, wherever you are, we help you meet your legal and reporting requirements, from small trading companies through to highly regulated industries such as pension funds and medical aid providers.

Tax services

In an ever-changing environment, Forvis Mazars helps you to manage your tax affairs in ways that enable you to maximise your income and profitability whilst ensuring compliance.

Corporate tax

If you're a large corporate client or an entrepreneur, you're focused on what you do best – building your business. We help you manage your company's tax affairs so your business benefits from high operational performance and legal protection while ensuring you pay no more tax than you ought to.

International tax

If you are a company with international connections or plans to expand into Africa, we can assist with your tax planning. Through our international network, you are assured of efficient and smart advice from the best professionals around the world.

Public Benefit Organisations (PBOs)

If you're a public benefit organisation, you're focused on delivering much-needed services to communities. We assist PBOs in enjoying the appropriate income tax status, and ensure that you remain fully compliant.

Private individuals

For many people, navigating personal tax matters and the annual tax season is a minefield. We ensure a tailored tax service that suits you best.

Range of services

Financial advisory services

In today's business environment, you need to react to opportunities and threats faster than ever before, while simultaneously implementing long-term strategies for future success. Whether you're pursuing new opportunities, dealing with challenges or managing the daily pressures of running your business, our diverse team of experienced professionals can help you find solutions to:

- Facilitate business growth
- Support and protect your business by helping you with corporate governance and compliance issues
- Improve your business' performance through advice and consulting
- Help ensure you have the right processes in place
- Help mitigate against the risk of unforeseen events

Whatever the development stage of your business, Forvis Mazars will help you manage all the support functions needed to grow your business, whilst you focus on continuing to deliver the products and services that enhance profitability and shareholder value.

Our range of advisory services comprises:

- Due diligence services
- Strategic planning
- IFRS consulting
- Risk management
- Restructuring

Forensic services

Forvis Mazars forensic services helps manage risk by swiftly and accurately detecting financial irregularities. We use sophisticated methodologies to identify and prevent your business or organization from falling victim to fraud and corruption.

As part of a global firm, Forvis Mazars can coordinate forensic and investigative services that leverage the expertise of our member firms worldwide.

This allows us to add value to your business by providing access to both global and local specialists.

We work with you to implement preventative controls and measures that make your organization less vulnerable to fraud. Additionally, we guide you through the complexities of forensic investigations and offer litigation support and dispute resolution services.

Our forensic services encompass both proactive and reactive approaches.

Corporate finance services

Our services are based on proven corporate finance methodologies, ensuring that we deliver solutions that are both strategic and effective.

Our team is dedicated to providing tailor-made solutions that cater to the specific needs of our clients. Whether you require assistance with mergers and acquisitions, capital raising, financial restructuring, or other corporate finance needs, we are committed to delivering insights and solutions that align with your objectives.

Our goal is to not only meet expectations of our clients but to exceed them, forging lasting partnerships built on trust and success.

Accounting services

We offer a comprehensive one-stop business accounting service, including monthly bookkeeping, and submission of statutory returns.

We update accounting records, produce a set of financial statements and ensure you meet your regulatory and tax deadlines. To assist you in making better use of your resources, we offer the following outsourced services:

- Internal audit
- Company secretarial
- Payroll services
- Management accounts

Range of services

Wills, Trusts and Estates

Establishing the best legal structure for your personal and business interests is the keystone for securing your future financial well-being. Our wills, trusts and estates services ensure that your assets are protected during your lifetime while planning ahead to prepare for your family after your demise. We diligently and professionally administer estates, and ensure that last will and testament are executed according to your requirements. We further advise regarding changes in legislations, and assist in the set-up of trusts.

Whether you need to protect your assets during your lifetime or maximise value for your heirs, we provide services that cater to all needs.

Partner-led client service

At the core of our business to you is a promise of high quality, partner-led service.

Demonstrable experience

We have an extensive understanding of most industries and businesses. If your business is unique we will strive get the necessary professional tools from our ever expanding global network resources.

We have a proven track record of working with our clients in a professional manner in creating value through a cost effective approach and caring about their organization and their needs.

The team for you

Our team is tailor made to understand your business needs.

All the professional members are equipped with the expertise and knowledge to serve your needs as a matter of priority.

Sustainability services

IFRS S1 and IFRS S2 disclosures

The IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures standards established by the International Sustainability Standards Board (ISSB) are important standards for sustainability disclosure within the International Financial Reporting Standards (IFRS) framework. Two standards are effective for annual reporting periods beginning on or after January 1, 2024.

The purpose of IFRS S1 is to require entities to disclose information about sustainability-related risks and opportunities, while IFRS S2 focuses on enhancing transparency around climate-related risks and opportunities.

How Forvis Mazars can help

- At Forvis Mazars, we have the expertise to assist you in connecting the dots and designing a Sustainability-based strategy that is tailor-made for your organisation while ensuring compliance with increased regulation.
- Forvis Mazars will support you in understanding the complexities and details of the commitment to embedding sustainability strategically into your organisation. Our approach will follow five key steps:



Training services

In addition to being a leading Audit, Tax and Advisory services provider, Forvis Mazars offers Training services as well. All our courses and trainers are approved by the Botswana Qualifications Authority (BQA).

Our training courses are frequently updated by industry and training experts to keep up-to-date with the latest global and local developments. Forvis Mazars offers tailor made courses that suits your needs. The courses are BQA/HRDC accredited and the training costs are fully refundable through training levy utilisation.

Benefits of our training services

- Adding value and customer satisfaction
- Increase workforce flexibility
- Improved staff attitude and morale

Accredited courses offered by Forvis Mazars

Finance & accounts

- Finance for Non-Financial Managers
- Personal Finance
- Basic Bookkeeping Skills
- Introduction to Income and Withholding Tax
- Value Added Tax
- QuickBooks

Sales & marketing

- Selling Skills
- Customer Excellence
- Customer Care
- Effective Communication
- Visual Merchandising

Computer & software

- Excel Basic
- Excel Intermediate

- Excel Advanced
- Microsoft Word

Human resources

- Time Management
- Team Building
- Corporate Supervisory
- Management of Performance
- Employee relations
- Employee wellness
- Mental health and positive thinking
- Labour law and disciplinary procedures
- Teamwork essentials

Health sciences

- Occupational Health and Safety
- Basic Health and Safety
- Basic Fire Marshal
- HIV/AIDS Awareness in the Workplace
- First Aid
- Stress Management
- Basic Food Safety and Hygiene
- Advanced Food Safety and Hygiene

- Advanced first aid
- Working on Heights
- Haccp
- Meat Examination and Inspection
- FSSC 22000
- ISO 22000
- Cleaning and Hygiene for Food Handlers
- ISO 14001:2015 Environmental Management

Purchasing and logistics

- Inventory Management
- Controlling & Locating Stock
- Conveying of dangerous goods by road
- Defensive Driving
- Count Balance Forklift Truck Operations
- ISO 9001 Quality Management Systems Awareness
- Kerridge
- ISO 45001:2018 Occupational Health and Safety Awareness
- Anti-Money Laundering (AML)

Our clients

Forvis Mazars provides skills and services to both the private and public sector. Some of these sectors include:

- Manufacturing and distribution
- Insurance
- Education
- Public sector
- Hospitality
- Retail
- Technology
- Professional services firms
- Financial services
- Telecommunications
- Transportation and logistics
- Health care
- Energy
- Non-Governmental Organizations (NGO)
- Agriculture
- Automotive



Vision 2036 and citizen empowerment

The purpose of Vision 2036 is to achieve prosperity for all, which results in achievement and fulfilment of individual, community and national goals. In alignment with this, Forvis Mazars constantly improves and implements policies which include development of talent, corporate social responsibility and citizen empowerment within the firm.

Forvis Mazars has developed its strategic operations and objectives in alignment with Vision 2036 in order to ensure citizen empowerment. Defined as both a psychological sense of personal influence and a concern with actual social influence, political power and legal rights, we recognise that citizen empowerment plays a vital role in national and economic sustainability and development. We therefore engage relevant stakeholders by applying the principles of inclusiveness, transparency and accountability in the work that we do. As such, our implementation of empowerment surpasses the standard notions of democracy and participation, to include clients and other stakeholders in understanding and analysing the reality of their immediate environment.

“Our **empowerment processes** stretch beyond the development of our **170+ citizen employees** covering various members of the business and local communities.”



Forvis Mazars Partnership is a majority citizen-owned entity with over 50% Botswana ownership. In line with its core vision, the Firm's core values focus strongly on citizen empowerment. This dedication to fostering local talent and expertise not only enhances our service delivery but also reinforces our commitment to contributing to the economic and social development of Botswana.

Citizen empowerment and youth development

We are firm believers in citizen empowerment and youth development. Be it positions at our head office or other branches, Forvis Mazars is an employer-of-choice for many young Botswana who seek world-class experience and exposure in the field of accounting and finance. As such, many talented professionals have grown with our organisation over the years. A few of these individuals are:

Full Names	Current Position	Starting Position	Branch	Qualification
Atlareleng Makwati	Audit Senior 3	Audit Senior 2	Gaborone	ACCA Member
Bejamin Legoreng	Audit Assistant 2	Audit Trainee	Gaborone	CIMA
Boikhutso Setilo	Forensic Audit Assistant 2	Forensic Audit Trainee	Gaborone	Degree in Finance & Accounting
Chingapani Peter	Audit Manager 1	Audit Assistant	Gaborone	CA -BICA
Codeliah Motswakhumo	Audit Senior 3	Audit Semi Senior	Gaborone	Degree Accounting/ ACCA ongoing
Ganetsang Motsumi	Accounts Assistant 2	Accounts Assistant 1	Selebi-Phikwe	BA Accounting & Finance
Ishmael Molomo	Audit Senior 2	Audit Assistant	Gaborone	BA (Hons) Accounting; Post Grad in Enterprise Risk Management
Jameelah Lalloo	Accounts Senior	Accounts Assistant	Selebi-Phikwe	BA Accounting & Finance
Katlego Osego	Legal Assistant 1	Legal Trainee	Gaborone	Diploma in Law
Kefilwe Pule	Audit Senior	Audit Assistant	Gaborone	Degree in Accounting/ BICA ongoing
Lefika Letswai	Audit Manager	Audit Senior 3	Gaborone	ACCA Member
Lisa Baleni	Audit Senior 3	Audit Assistant	Gaborone	Degree in Accounting/ BICA ongoing
Maatla Mmelesi	Accounts Manager 1	Accounts Trainee	Lobatse	CIMA
Motshedisi Bareetseng	Accounts Senior 1	Accounts Trainee	Gaborone	AAT
Olebile Mojiti	Accounts Senior 1	Accounts Assistant	Gaborone	Degree Accounting/ BICA ongoing
Opelo Montsamaisa	Accounts Senior	Junior Accounts Executive	Gaborone	AAT, ACCA ongoing
Petros Motheo Abednico	Forensic Audit Assistant 2	Forensic Audit Trainee	Gaborone	BA Forensic in Accounting & Finance
Patience Kgosimore	Audit Senior 2	Audit Senior	Gaborone	AAT, ACCA ongoing
Shirley Magama	Audit Senior 3	Audit Semi- Senior	Gaborone	Degree Accounting/ ACCA ongoing
Thulaganyo Linchwe	Legal assistant 2	Legal Trainee	Gaborone	Degree in Financial Planning Law
Tsothe Ramodisa	Audit Assistant 2	Audit Trainee	Gaborone	Degree in Accounting/ ACC ongoing

Our corporate social responsibility

Our values of stewardship, responsibility, integrity, independence, technical excellence, diversity and respect are the foundation of Forvis Mazars. We aim to not only make a meaningful impact on our clients, but on our communities.

We strive to implement Botswana's "Training and Localization Programme". Our commitment to training and development of citizen accountants in Botswana includes:

- Training employees and citizens for our clients, apart from placing suitable candidates at appropriate levels in the organization.
- Committing to the sustained growth in numbers and development in quality of citizen entrepreneurs to whom we offer free services.

The purpose of our Corporate Social Responsibility (CSR) is to achieve prosperity for all. We work towards achieving prosperity not only for our employees and clients, but for the general community, business and otherwise, as a whole.

The following steps have been taken to align our goals to the pillars of Vision 2036:

Sustainable economic development

We act as auditors and sustainable service consultants to various businesses, citizen owned and otherwise and assist them in effectively managing the finance and record keeping of their businesses which in turn promotes their growth and economic contribution.

Human and social development

Currently, Forvis Mazars in Botswana provides employment to more than 170 citizen staff. We train a minimum of 58 interns in a year from the University of Botswana and various other Institutions like Ba Isago University, Botho University, Botswana Accountancy College Imperial School of Business and Science etc. We are also a BICA Authorised Training Employer, and train over 25 BICA, ACCA and CIMA trainees at any point of time.

Sustainable environment

We strive to provide a sustainable environment for our staff and trainees to grow and thrive to the maximum of their potential. In the macro environment, we strive to make the economic environment sustainable for various businesses, be they clients or otherwise.

Governance peace and security

By providing audit, and forensic services, we work with the nation towards furthering the quality of governance.

An approach that sets us apart

We are uniquely placed to fulfil our promise to you thanks to the ability to combine:

01.

Empowered Expertise

Professionals empowered to do the right thing for our clients

02.

Seamless integration

One team delivering a rewarding experience and consistent quality

03.

Balanced perspective

Thoughtful counsel that blends local and global perspectives

04.

Social conscience

A mindset that gives clients, investors, markets, regulators and the public confidence that we do what's right.

Overview of our services

Audit & Assurance

- Financial audit
- Independent assurance & reviews
- Internal audit

Consulting

- Technology & digital consulting
- Risk consulting
- Management consulting

Financial advisory

- Mergers, amalgamations and acquisitions
- Deals
- Financing
- Crisis & disputes
- Due diligence services
- Financial forensic services

Outsourcing

- Accounting and reporting
- Company secretarial
- Global compliance
- HR and payroll
- Corporate reporting
- Training services

Privately owned business services

- Setting the right direction
- Growing your business
- Enhancing profitability
- Funding your business
- Achieving your personal goals
- Selling your business

Sustainability

- Reporting & assurance
- Strategy & due diligence
- Implementation & transformation

Tax

- Global mobility & employment tax
- Global tax credits & incentives
- International tax
- M&A tax
- VAT & indirect tax
- Transfer pricing
- Tax dispute resolution
- Tax compliance
- Private client tax
- Corporate structures
- National & domestic tax including tax planning for specific transactions

Training

- All our courses and trainers are approved by the Botswana Qualifications Authority (BQA).

Our people

With a strong team philosophy and good work-life balance we invest and believe in nurturing and growing our own talent.

"Forvis Mazars helped me nurture my career through its professional platform. I have gained quality experience during my time at the firm."



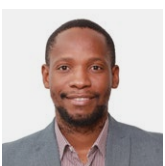
Shirley Magama
Audit Senior

"Forvis Mazars offers flexibility and unlimited opportunities for growth. Each day is characterised by consistent learning, engagement and development."



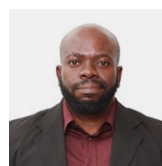
Zodwa Matlapeng
HR Manager

"At Forvis Mazars I have learnt that when we move forward together, success takes care of itself. This enabled me to work within a team ensuring progress of the whole team and engagements at hand."



Ishmael Molomo
Audit Senior

"Forvis Mazars has provided a conducive professional environment to great opportunities for many in the finance profession. It is the ideal starting point to a worthwhile and fulfilling career."



Chingapani Peter
Audit Manager

“At Forvis Mazars I found the opportunity to work with people who have challenged and inspired me. Working with them has contributed positively to my career.”



Patience Kgosimore
Audit Senior

"The firm allows for growth to take place and for one's potential to be reached in conjunction with providing top tier services to clients."



Lefika Letswai
Audit manager



Meet our Partners



Madhu Menon Kalathil
Managing Partner
Accounting, Outsourcing & Advisory



Rajagopal Chandhuvarath
Senior Partner
Accounting, Outsourcing & Advisory



Shashikumar Raghavan Velambath
Senior Partner
Audit & Assurance, Advisory



Sreeprakash Edathil Madathil
Senior Partner
Accounting & Taxation,
Outsourcing, Advisory & Training



Devaprasad Arakkal
Partner
Audit & Assurance, Advisory



Devika Rayirath
Partner
Audit & Assurance, Risk & Advisory



Sindhu Shashi
Partner
Accounting, Outsourcing & Advisory



Forvis Mazars in South Africa

We have evolved from humble beginnings in the early 1950s to an agile industry leader. With more than 1000 professionals, 75 Partners and 27 Directors operating out of our 7 offices within South Africa, Forvis Mazars has achieved significant growth. As a multicultural and united partnership with shared goals, values and service standards across the world, we take pride in our technical expertise and the quality of our work.

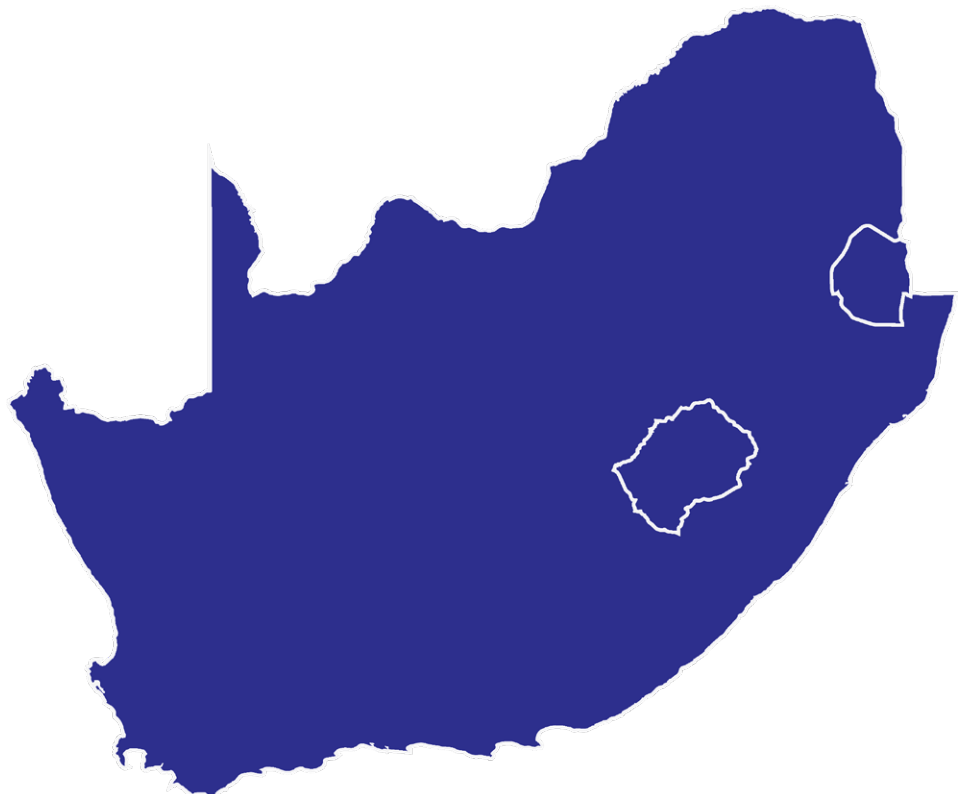
1,000+
professionals

7
offices

27
directors

75
partners

€42.9m
fee income



Offices

Bloemfontein, Cape Town, Durban, Gqeberha, Johannesburg, Paarl, Pretoria.

Valid as of 01 January 2025

Forvis Mazars in Africa

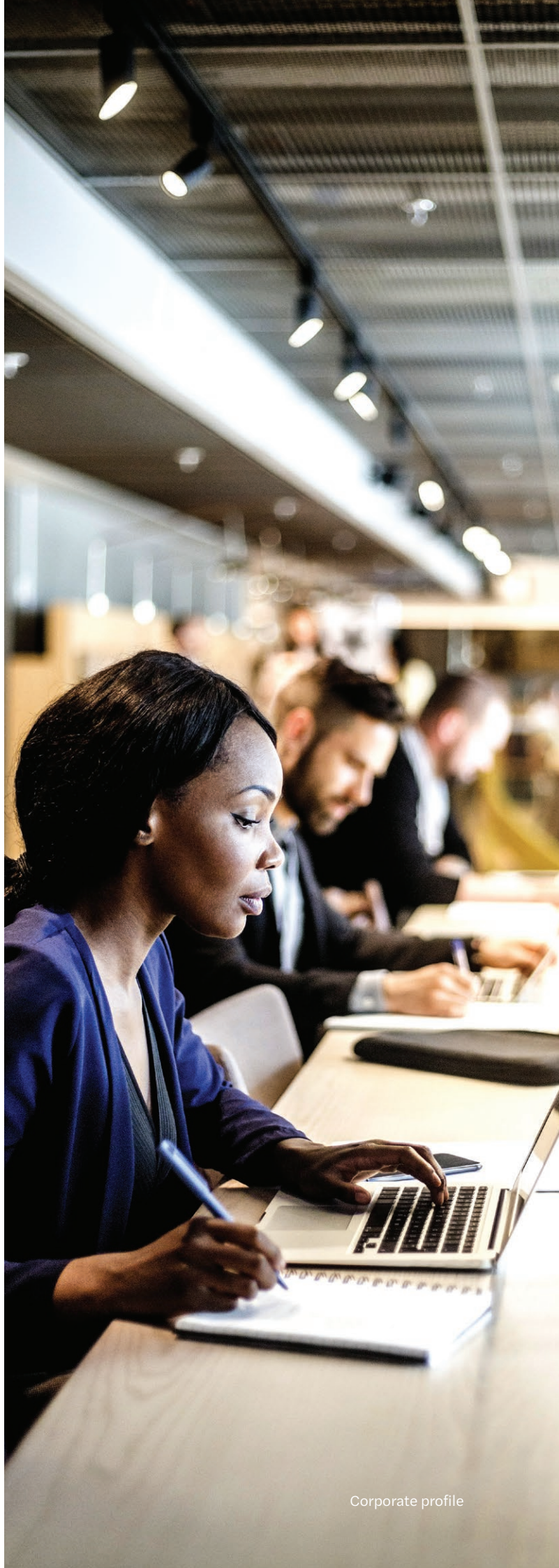
Forvis Mazars in Africa has grown exponentially over the last few years.

Forvis Mazars is a leading international firm that combines global expertise with local insight to deliver tailored solutions across Africa. With a strong presence and deep-rooted commitment to the continent, we aim to drive innovation, foster sustainable growth, and empower businesses to succeed in a dynamic environment.

Our integrated approach ensures our clients thrive in an increasingly interconnected world.

We currently have offices in more than 20 African countries and territories providing high quality audit, tax, advisory and legal services to public and private clients across a variety of sectors and industries.

Forvis Mazars is proud to pursue its uninterrupted growth on the continent and to contribute to its entrepreneurial boom, accompanying leaders from all generations throughout all the phases of their development.



Africa and Middle East

Figures as of 1 January 2025

4,300+

professionals

150+

partners

30+

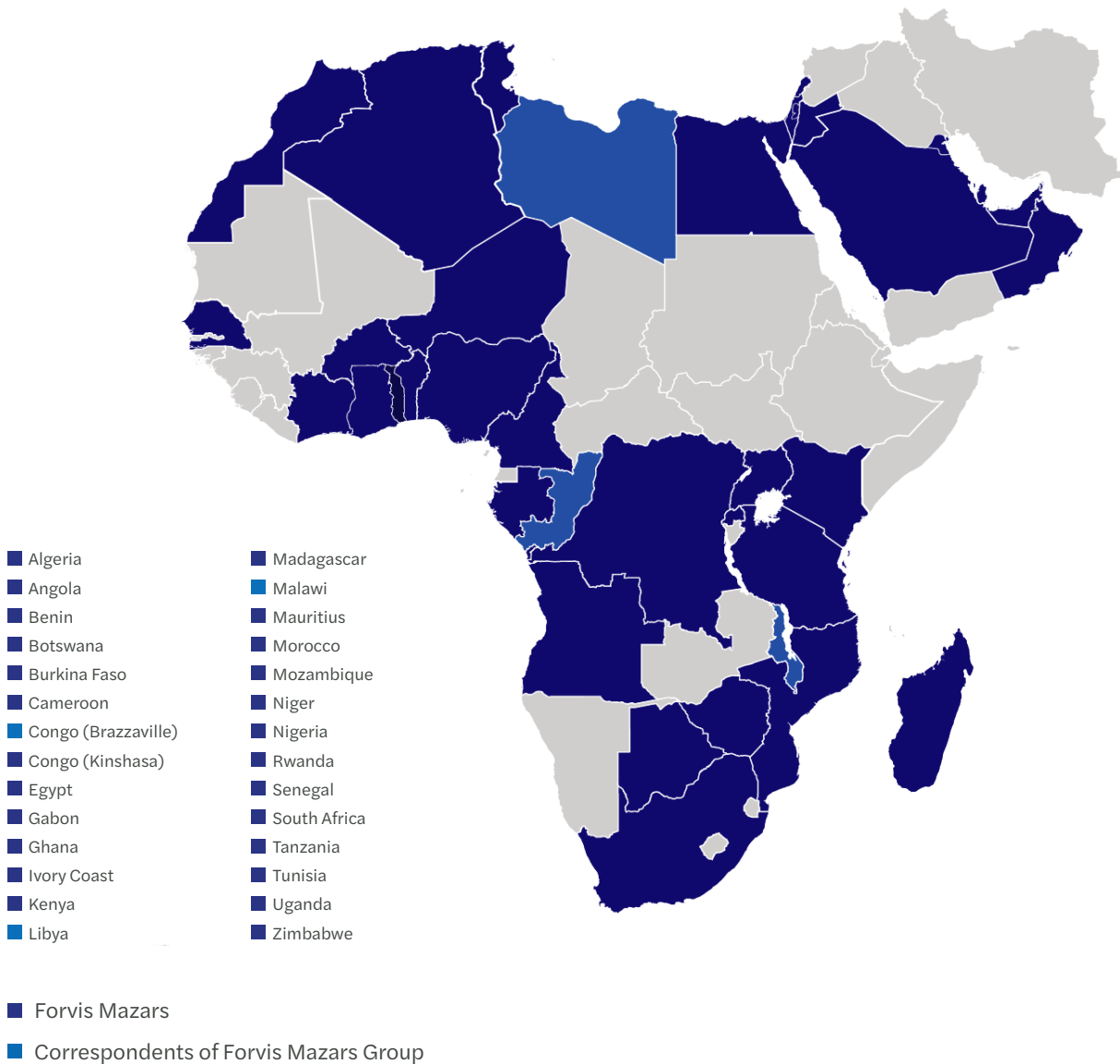
countries & territories

€159.3m

fee income

60+

offices



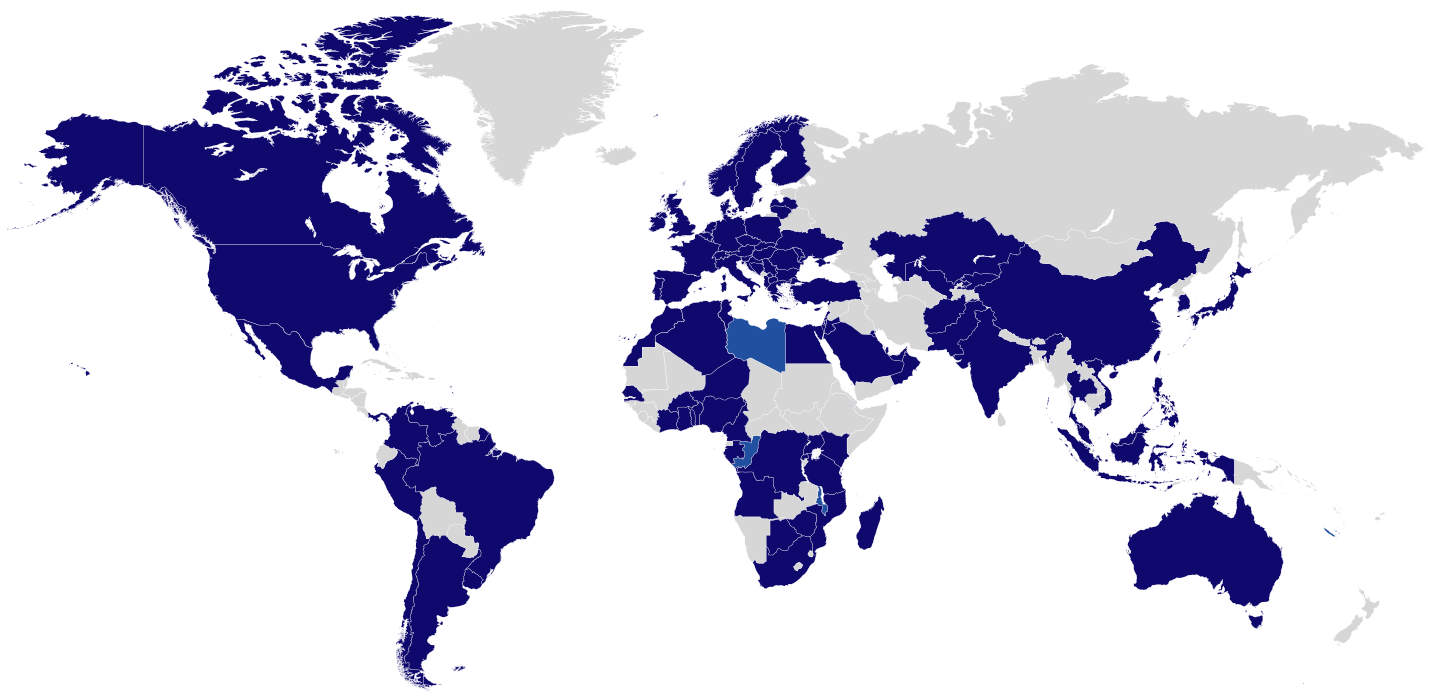
Serving our clients worldwide

Forvis Mazars Global

One partnership

Forvis Mazars Group SC is an independent member of Forvis Mazars Global, a leading global professional services network.

Operating as an internationally integrated partnership in over 100 countries and territories, Forvis Mazars Group specialises in audit, tax and advisory services. Visit forvismazars.com to learn more.



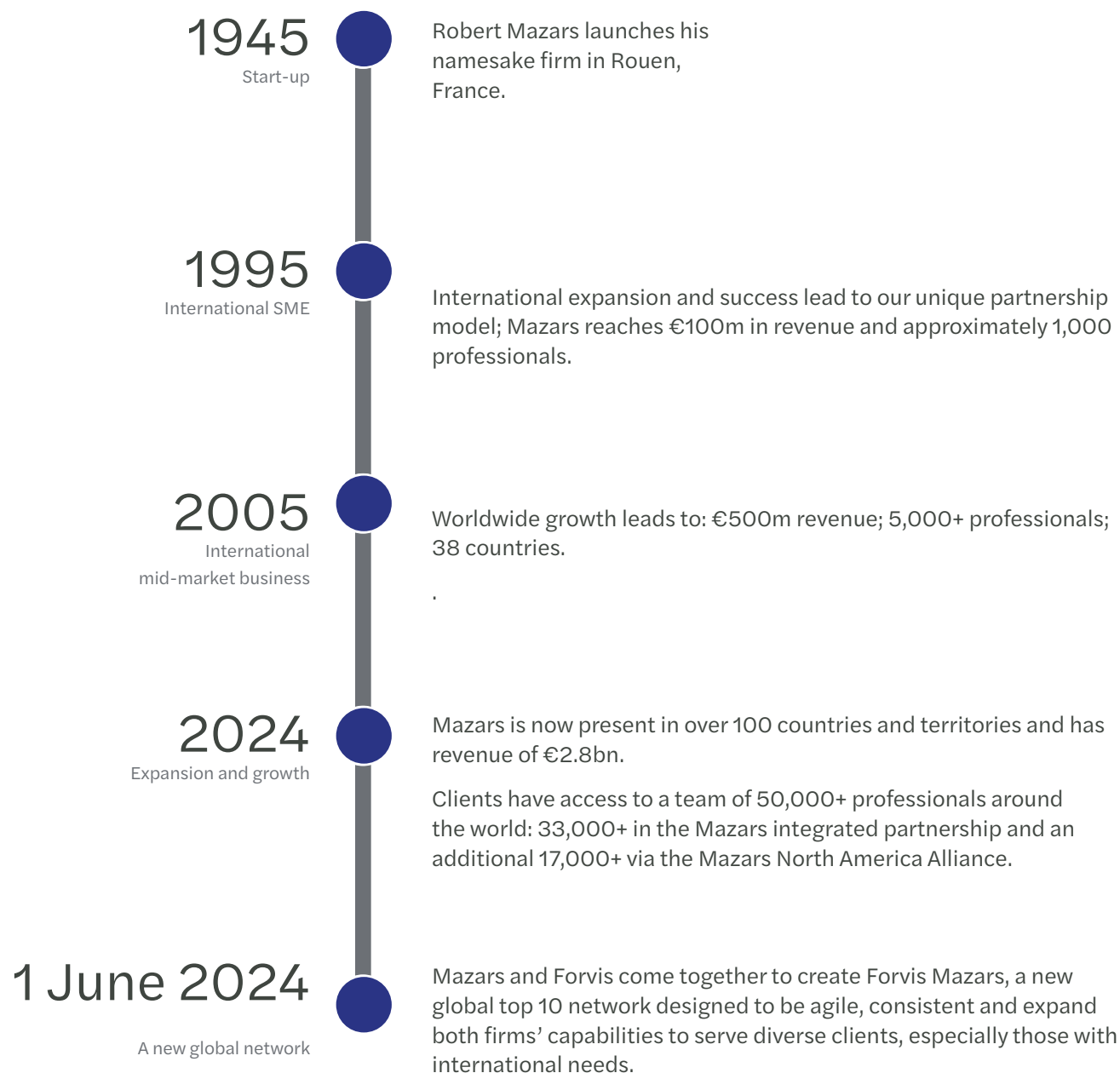
As at 01 January 2025

- Forvis Mazars
- Correspondents of Forvis Mazars Group

Forvis Mazars is the brand name for the Forvis Mazars Global network (Forvis Mazars Global Limited) and its two independent members: Forvis Mazars, LLP in the United States and Forvis Mazars Group SC, an internationally integrated partnership operating in over 100 countries and territories.

Our history and growth

We have grown in a thoughtful and sustainable way, responding to our clients needs and the changing market, while always staying true to our values and the core principles of our integrated partnership.



Contacts

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Forvis Mazars Group SC is an independent member of Forvis Mazars Global, a leading professional services network. Operating as an internationally integrated partnership in over 100 countries and territories, Forvis Mazars Group specialises in audit, tax and advisory services. The partnership draws on the expertise and cultural understanding of over 40,000 professionals across the globe to assist clients of all sizes at every stage in their development.

Visit forvismazars.com to learn more.

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