Appendix 3:

Our staff

Our management team and staff comprise of Certified Information Systems Auditors (CISAs), Certified Ethical Hackers (CEH), Computer Hacking Forensic Investigators(CHFI), Chartered Accountants (CAs), Big Data Analytics Experts, as well as persons with extensive technical expertise, from both an operational point of view as well as consulting. Their diverse backgrounds and experience in risk assessment and auditing across a wide range of clients have enabled them to deliver high-quality work to our client base, against a predefined Project Management Methodology. CPA Twaha Kaawaase is the Managing Partner while CPA Mustapha B Mugisa will be the Engagement Director on the assignment. The complete profiles of our team are attached.

Team Members

The table below shows the team members. We are proposing a team of experienced Cyber Security specialists.

Team Member	Level of Assignment	Qualifications	Experience
Dr. Twaha Kaawaase (TK)	Project Coordinator	◈ Bachelor of Commerce Degree (MAK – 1986) ◈ Post Graduate Diploma in Devt. Finance (B'ham UK-1988) ◈ Master of Social Science Degree(Actg) – (Birmingham UK – 1990) ◈ PhD (Auditing) – (Univ. of Dar es Salaam 2013) ◈ FCCA- ACCA - 2000 ◈ CPA – ICPAU [Uganda] (2001) ◈ Certified Corp. Governance Trainer – 2003	Over 20 years
Mustapha B. Mugisa	IT Audit and Cybersecurity Director	◈ Certified Ethical Hacker (CEH) ◈ Certified Information Systems Auditor (CISA) and ISACA Uganda member	Over 10 years

AUDIT • ADVISORY • FORENSICS

Team Member	Level of Assignment	Qualifications	Experience
		◈ Computer Hacking Forensic Investigator ◈ Master of Business Administration (MBA) ◈ Certified Fraud Examiner (CFE) ◈ Certified Secure Computer User (CSCU) ◈ Certified EC-Council Cyber Security Instructor ◈ CoBIT, ISO27001, ITIL Implementer ◈ Paraben Forensics Investigator ◈ Cyber Security And Forensics Trainer and Institute of Forensics & ICT Security ◈ Certified Public Accountant (CPA)	
Paul Kebba	Principal Security Researcher	◈ Certified Ethical Hacker (CEH) ◈ Computer Hacking Forensic Investigator (CHFI) ◈ Linux Security Professional ◈ Blockchain Developer ◈ Bachelor of Science in Accounting	Over 5 years
Francis Xavier Mukembo	Business Intelligence and Data Analytics for Revenue Assurance	◈ Advanced data modeling and artificial intelligence ◈ Bachelor of Science in Economics (Economics, Mathematics) ◈ Diploma in Modern Project Management Practice and Theory	Over 5 years

5.1 Our methodology

Our assessment methodology is based on the standard and proven frameworks that guide the information processes and infrastructure assessment, as well as our homegrown assessment methodology that is derived from international best practices. We subscribe to frameworks such as:

CoBIT	ITIL	ISO/IEC 27001/27002	Sarbanses Oxley	KING III
•Control Objectives for IT and Related Technologies) •CoBIT provides good practices for the management of IT and also enables the development of clear policy and good practices for IT control and assessment	•(IT Infrastructure Library) •ITIL is the most widely accepted approach to IT service management in the world. ITIL provides a cohesive set of best practice, drawn from the public and private sectors internationally	•The code of practice for information security management is an international standard formerly known as ISO17799. It is presented as best practice for implementing information security management.	•This is an act published by the US to protect the investors by improving the accuracy and reliability of public disclosures made pursuant to securities law and for other purposes.	•South African code on Corporate and IT Governance.

In conducting our assignments, reviews, and assessments, we subscribe to the Information Systems Auditing and Control Association (ISACA) code of professional conduct. ISACA is the international body that regulates the Information System Audit practice globally.

SNG Sejjaaka Kaawaase Co CPA in partnership with Summit Consulting Ltd
IT Audit program to comply with BOU Security Review Scope

sng
UGANDA

AUDIT • ADVISORY • FORENSICS

Staff CV's

TWAHA KAAWAASE Project Coordinator	Overview
Areas of Expertise: • External Audit • Corporate Governance • Controls Review and • Assurance • Risk Management and • Assessments • Governance Reviews • including Board • Assessments • Audit of Performance • Information & • Performance Audits • Quality Assurance • Reviews • Technical Training • Financial Audits **Education/Qualifications** • B.Comm – MAK (1986), • PGDip.Dev. Fin (B'ham • UK- 1988) • MSocSc (Actg) –B'Ham UK • -1990 • PhD (Auditing) – Univ. of • Dar es Salaam (2013) • FCCA- ACCA - 2000 • CPA – ICPAU [Uganda] • (2001) • Certified Corp. • Governance Trainer - • 2003 **Membership/Affiliation** • ACCA (UK) • CPA (UG)	**Dr. Twaha Kigongo Kaawaase** started his accounting career in 1987 when he obtained a Bachelor of Commerce (Accounting Major) upper second Hons. Degree of Makerere University, Kampala. He holds a Post-Graduate Diploma in Development Finance (PGDip. Dev. Fin) and a Masters of Social Science in Accounting and Development Finance (M.Soc.Sc - Accounting and Development Finance) both of the University of Birmingham (UK). Dr. Kaawaase is also a Commonwealth Certified Corporate Governance Trainer. He holds a Ph.D. (with a specialty in Audit Quality) of the University of Dar es Salaam, Tanzania. Dr. Kaawaase is a fully qualified Chartered Certified Accountant and a Fellow of the Association of Chartered Certified Accountants (FCCA) of the United Kingdom and also a full member of the Institute of Certified Public Accountants of Uganda (ICPA-U). Dr. Kaawaase has tremendous experience in fields of Auditing; Accounting; Finance; Taxation; Management and General Consultancy. He has lectured (both at undergraduate and post-graduate levels); practiced and regulated Finance; Accounting; Auditing and related fields in Uganda. He is also currently a Senior Lecturer at Makerere University Business School. Prior to joining the partnership, Dr. Kaawaase was Chief Executive Officer of one of the leading Insurance Companies in Uganda for over nine (9) years; he previously served as a member of the Boards of Directors of the Capital Markets Authority; National Bank of Commerce; Civil Aviation Authority; National Planning Authority and the Central Broadcasting Services, Uganda Health Marketing Group. He has served as a chair of audit and risk committees in all the above boards. As service to the community, Dr. Kaawaase is the 2nd deputy Premier and Minister of Education of the Kingdom of Buganda.

*SNG Sejjaaka Kaawaase Co CPA i*n partnership with Summit Consulting Ltd
IT Audit program to comply with BOU Security Review Scope

SNG UGANDA

AUDIT•ADVISORY•FORENSICS

- Ins. Institute Uganda (IIU) Commonwealth Inst. Of Corp. Gov.
- Inst. Of Corp. Gov. Uganda

Mustapha Bernabas Mugisa
Fraud Examiner, Risk & Cyber Security Practitioner

Industry Lines
- ICT
- Banking
- Insurance
- Telecoms
- Public Sector
- NGOs

Areas Of Practice
- Fraud examiners
- Computer Forensics
- Enterprise Governance (Strategy and Risk) – aligning IT governance to enterprise strategy
- IT Risk Management
- Business Process Re-engineering
- Enterprise Risk Management
- Knowledge Management
- IT Security
- Data analytics
- Finance management
- Computer forensics
- Cyber Security
- Training and facilitation on the above areas

Clients Served
- MTN Uganda
- MTN Rwanda, Tigo Rwanda, Airtel Rwanda through our affiliate partners for revenue assurance on behalf of

Overview
Professional Experience
Mustapha is currently the managing director at Summit Consulting Ltd and a director in the Information Communication & Technology Advisory (ICT Security Advisory) Division of Summit Consulting Ltd, a firm that is affiliated to SNG Sejjaaka Kaawaase CPA for the IT Audit, Data Analytics and Cybersecurity services external audit support services. Mustapha is responsible for the strategic role out of Information Systems Audit Techniques and Methodology as well as growing the ICT Advisory division.

While studying for Association of Certified Chartered Accountants (ACCA), Mustapha worked as an Internal Auditor at Nile Bank Ltd. Upon completion of ACCA in June 2002, Mustapha worked with Ernst & Young first as an Auditor and later as ICT Consultant during which period he commenced studied for the Certified Information Systems Auditor (CISA) certification and completed in 2004. He then obtained a Master's degree in Business Administration in 2008. During his career at Ernst & Young, one of the large audit firm, he gained a lot of consulting experience as an auditor and consultant across sectors including banking, insurance, public sector and private sector players in areas of security, governance, and risk. He then worked for a short time at KPGM Uganda in the forensics and corporate recovery role which he left to start his own company, Summit Consulting Ltd, for which he still works. Some of his responsibilities at Summit Consulting include Re-engineering of Banks operation, Risk Management consulting, Board training in cybersecurity offensive and defensive strategies, fraud examination and forensic investigations, IT governance review, penetration testing, cybersecurity management strategies, ISO27001, and COBIT implementations. Mustapha's countries of experience include UAE (Dubai), Thailand, Kenya, South Africa, Uganda, and Rwanda.

Mustapha has been involved in a wide range of information systems and security reviews on various platforms in diverse IT processing environment. He has also been involved in various IT consulting and implementations. Amongst these are:

✓ **Forensic lab** set up and training – Mustapha was involved in the installation and setup of a forensic lab for the Uganda Revenue Authority (URA). He was also the team leader in the forensic set up at Directorate of Internal Audit, Ministry of Finance, Planning and Economic Development of

*SNG Sejjaaka Kaawaase Co CPA i*n partnership with Summit Consulting Ltd
IT Audit program to comply with BOU Security Review Scope

sng
UGANDA

AUDIT•ADVISORY•FORENSICS

Rwanda Revenue Authority
- Top Finance Bank
- Finance Trust Bank
- Post Bank Uganda
- UAP Uganda
- Movit Products
- Electricity Regulatory Authority
- Eskom, through SNG Sejjaaka, Kaawaase & Co. CPA
- Pegasus Technologies Ltd
- Orient Bank Ltd
- Mercantile Credit Bank Ltd

Education/Qualifications
- Bachelor of Science (Applied Accounting), Oxford Brookes University, United Kingdom
- Master of Business Administration (MBA), MUK
- Certified Information Systems Auditor (CISA)
- Certified Ethical Hacker (CEH)
- Certified Hacking Forensic Investigator (CHFI)
- Certified EC Council Cyber Security & Forensics Instructor (CEI)
- Certified Public Accountant (CPA)
- Certified Fraud Examiner (CFE)
- Certified Forensic Investigator (CrFI)
- ISO27001, ITIL and COBIT Trainer and implementer (none certified).

Memberships/Affiliations

Uganda. He also helped in the training of the users in computer forensics and advanced cybersecurity auditing
- ✓ **Systems Security and penetration testing–** Mustapha has led as well as participated as a key consultant in undertaking penetration testing and offensive security reviews of several banks in Uganda.

- ✓ **BCP–** Mustapha was involved in the Business Continuity Planning and Disaster Recovery Management for a large manufacturing company in Uganda and Rwanda. Mustapha was involved in the documentation of the risk management manual for MTN Uganda while working at Ernst & Young.

- ✓ **SAP and ERP** post-implementation reviews- Mustapha has been involved in SAP post-implementation reviews for manufacturing companies

Other Relevant Experience Include
- ✓ Documentation of a forensic investigation manual for UNRA internal audit team. This included a review of local and international cyber laws, best practices and approaches. Mustapha was involved in the penetration testing review of UNRA electronic document management system to provide assurance over the confidentiality, integrity, and availability of data
- ✓ Attack and Penetration of Network of large commercial banks in Uganda, Kenya, and Rwanda. (These include firewall and all the infrastructure reviews including database security assessment)
- ✓ Security profiling of various mainframe technologies, including CA-Top Secret and DB2
- ✓ Extranet and 3rd party links - Review of processes surrounding the application, implementation, monitoring, and security of 3rd party links
- ✓ Review of change control, risk management, disaster recovery, and Business Continuity management. Mustapha is also a great trainer in these areas.
- ✓ Application Control review of ERP and non-ERP systems including open-source application engineering and customizations e.g SAP, Odoo
- ✓ Business Process Review and Technology inventory of hardware and software assets at a major consumer product firm
- ✓ Network Vulnerability Assessment
- ✓ Evaluation of information systems environments and application systems
- ✓ Evaluation of service level and outsource agreement
- ✓ Development of Information Security Policy. Policy development includes Internet Security/Remote Access Policy, User Authentication and Information, Safeguarding of Information Assets and Resources, and Desktop Policy, Data classification/Ownership of data, Monitoring and compliance, Email Policy, User Awareness and Training.

- Information System Audit & Control Association (ISACA)
- Electronic Commerce (EC) Council International
- Institute of Certified Public Accountants of Uganda

✓ Knowledge and understanding of the Information Security Scanning toolset
✓ Risk Assessment and IT process Review
✓ IT due diligence
✓ Implementing of COBIT, ITIL and ISO 27001 standards for an improved level of IT governance, change management and security (confidentiality, availability, and integrity)

Paul Kebba

Principal Security Analyst at Summit Consulting Ltd

Areas of Expertise:
- Network Security Assessments
- IT Security and Engineering
- Computer Security Research
- Security Analysis
- IT governance and review
- Computer Forensics and Incident Response
- Offensive and Defensive Security Setup and management

Clients Served
- Orient Bank Ltd
- Finance Trust Bank
- Eskom Uganda Ltd
- Ministry of Finance, Planning & Economic Development (MoPED)

Education/Qualifications
- Certified Ethical Hacker (CEH)
- Computer Hacking Forensic Investigator (CHFI)
- Certificate in Software Engineering

Overview

Paul is a highly experienced information and communication technology professional with a wide range of experience in both the private and public sectors.

He holds a certificate in Software engineering and blockchain development. He has wide experience in finance and insurance. He worked as a consultant for MTN Rwanda in data analytics networking, security review and network optimization, working under the audit firm, GPO partners Rwanda the auditors of MTN Rwanda.

Currently, Paul is the Acting Principal at the Institute of Forensics & ICT Security and Principal Security Analyst at Summit Consulting Ltd, an affiliate firm of SNG Sejjaaka Kaawaase & Co CPA in the ICT Security and Advisory department. Daniel's areas of specialty include, but not limited to:

✓ Technology Operations: Experienced in building and building various information and communications technology such as network engineering, cyber/information security, and low-level software development and computer forensics.
✓ Educator: Teaches classes in the areas of computer networks, information security, high-performance computing and systems engineering.

✓ Computer Network Operations: carry out both offense and defense network operations across different industries to help build robust and resilient networks.

✓ Penetration testing

✓ Security analytics and network monitoring

✓ IT governance

✓ COBIT, ITIL, CIS, ISO27001 and PCI DSS implementer and Trainer

AUDIT•ADVISORY•FORENSICS

• Linux, Backtrack and other ethical hacking certifications **Membership/Affiliation** • IFIS • EC Council	✔ Computer and network forensics and incident response ✔ User access management

Francis Xavier Mukembo Mukembo is highly qualified data analytics and revenue assurance expert	Data Analytics, Summit Consulting Ltd • Design, Implementation and documentation of IFRS 9 impairment Model for financial institutions. • Champion IFRS 9 Research and Development in #SummitBI Data Analytics Lab. • Develop Industrial Data-driven reports in key economic sectors of Banking, Manufacturing, Education, NGOs, etc. in areas of risk management, governance, and technology. • Conduct Corporate Training in Business Intelligence for private and public entities in Accounting, HR, Audit, Operations, Fraud, Customer engagement, Marketing, Sales, Channel, etc. • Prepare and publish company performance reports. • Build ad-hoc reporting solutions for entities using open-source intelligence and other data analytics tools. • Effective monitoring of Data Analytics Unit to ensure the availability of enriched data bank for in-depth analysis. **Major achievements** • Implementation of Data Analytics Reporting Solutions for more than five organizations in sectors of Banking, Consulting, NGOs, Agribusiness, Government, Utilities, and Telecoms. • Development of IFRS 9 model used in more than six institutions. • Implementation of the cost-efficient model that has eliminated the need for Auditware in audit analytics. • Presentation on 2nd Annual Cyber Security and Risk Management Conference on topic, 'Business Intelligence Using Big Data Analytics'.