



Welcome to the PKF FCS Newsletter!

Quarterly Updates

As we step into a new quarter, we're proud to bring you another edition of the **PKF FCS Newsletter** — your go-to source for the latest insights, updates, and stories from both within our firm and the broader world around us.

What's Inside

In this issue, we spotlight major developments on the global and local stage, share important legislative updates, and remind you of key deadlines and events. You'll also find exciting career opportunities, insights into our professional conduct standards, wellness tips, and a peek into the lives of the people who make PKF FCS what it is.

Whether you're here for the news, the knowledge, the nostalgia — or just for a bit of fun — there's something for everyone. So, dive in and stay connected with all things **PKF FCS**.



PKF FCS

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LOCAL/GLOBAL NEWS



Namibia's Oil Awakening: Promise, Progress, and the Path Forward

The year is 2022 and not so far off the Namibian coast in the South Atlantic Ocean, in the Orange Basin to be more specific, the first cries of exuberant joy erupt as black gold is discovered! Fast track three years later to March 2025, and the initial excitement gives way somewhat to more mature interest in feasible prospects for oil and gas resource exploration in the area.

Salomo Hei, the Managing Director at High Economic Intelligence writes that "Namibia, endowed with significant oil and gas discoveries, stands on the cusp of an economic transformation. However, this transformation should be deliberate and in the interest of the majority". His sentiments are shared by the vast majority of the estimated 3.1million people residing in Namibia.

The history on the oil discoveries date back to February 2022 where TotalEnergies announced the discovery of oil deposits which was considered to be one of the largest oil discoveries in sub-Saharan Africa, with estimates of up to 3 billion barrels of oil. Shell too discovered hydrocarbons in 2022 in the Orange Basin. Further discoveries were made by Galp in partnership with NAMCOR and Custos Energy in January 2024 and February 2025, confirming the presence of light oil and gas condensate in high-quality sandstones. TotalEnergies made its second discovery in the Orange Basin in 2024, intersecting hydrocarbon-bearing intervals.

NAMCOR estimations in mid-2023 depict that the Jonker discovery contains about 2.5 billion barrels of oil, and that the Venus discovery holds about 5.1 billion barrels. NAMCOR reported that about 11 billion barrels of oil had been discovered overall in the Orange Basin, together with approximately 9 trillion cubic feet (254 billion cubic meters) of gas.

It's become evident that Namibia may be better endowed with the natural resource than initially thought, as Reconnaissance Energy Africa Ltd. (ReconAfrica) says it has encountered indications of oil from log analysis and drilling samples in its Naingopo exploration well within the Damara Fold Belt on Petroleum Exploration Licence 073 (PEL 73), onshore Namibia. The oil exploration company said the findings suggest a working petroleum system in the Damara Fold Belt, a significant development in Namibia's emerging oil and gas sector. ReconAfrica holds a 70% working interest in PEL 73 and operates the concession in partnership with BW Energy Limited (20%) and the National Petroleum Corporation of Namibia (NAMCOR) (10%).

Oil and gas investments, exploration and discoveries appear to have peaked during the 2024 and 2025 calendar years to date, as depicted by investments recorded. An example of this is Galp Energia's investments in Namibia reaching N\$6 billion (**€312 million**) in 2024, primarily allocated to exploration and appraisal activities. Galp's upstream portfolio in Namibia consists of Petroleum Exploration Licence 83 (PEL 83). Galp holds an 80% stake in PEL 83, which covers an area of almost 10,000 square kilometres in the Orange Basin, located in the southern part of Namibian waters, close to the border with South Africa.

Rhino Resources Ltd, on behalf of the PEL 85 Joint Venture (JV), says it has encountered a hydrocarbon-bearing reservoir, confirming the presence of charge in the basin after successfully completing the drilling of its first exploration well, Sagittarius-1X, on Block 2914 in Namibia's offshore Orange Basin." Further evaluation will be required however, to determine the full implications of the findings. Discoveries continue as Galp made another oil and gas discovery in Namibia's Orange Basin. Chairman and CEO of Custos, Knowledge Katti said that "We are uniquely positioned at the heart of this hydrocarbon province." Galp operates the project with an 80% interest, while partners NAMCOR and Custos each hold a 10% stake.

A panel of contributors holding tertiary education qualifications in engineering, project management, logistics and supply chain management, accompanied by experience in logistics, transport management and project management, contributed an article in the Brief of 7 March 2025 citing that "the recent offshore oil discoveries...are the gateway to a new era" mentioning energy giants such as Shell, TotalEnergies, Galp Energia, Qatar Energy, Impact Oil & Gas, Azure Energy and Chevron, amongst others, investing in the Orange Basin with the prospects of striking black gold. The panel extends a stern warning that despite the profound economic transformation the find may engulf, it might simultaneously be the cause for further deterioration of the less fortunate. This is illustrated by history from similar discoveries depicting that such discoveries predominantly appear to have benefitted the elite, as opposed to uplifting the nation as a whole and reduce the wealth inequality gap.

An urgent plea is evident from the article that the resource should be used as such – a resource, and at that, to the benefit of the nation and not just a select few. Instrumental matters for consideration are mentioned to such effect, which include keeping the Namibian government and key players in the industry accountable as to how the oil and gas revenue is spent. The article speaks to advocating for policies that promote economic diversification, local content development and environmental sustainability. It's rather imperative that these policies are not merely a paper exercise but actually materialise in their effective implementation and remain subject to monitoring and improvement to facilitate civic participation and transparency, which is then expected to lead to the benefit of the nation as a whole, in the present as well as in the future.

Salomo Hei further paints a picture that the oil and gas sector also presents a unique set of challenges and opportunities. "While the potential economic benefits are substantial, including increased GDP, job creation, and foreign direct investment, there are also significant risks related to environmental sustainability, social impacts, and geopolitical factors."

Despite the hype of significant discoveries, Shell decided to write down \$400 million in January 2025, related to its PEL 39 license, citing technical and geological difficulties which rendered some discoveries commercially unviable at that time. This matter made headlines in some of the Namibian newspapers as well as worldwide to those interested, which to an extent resulted in some dampened excitement, but not for long.

Other challenges amidst the gas discoveries include the unearthing of unexpectedly high percentages of gas in some fields. This presents a challenge in that Namibian law prohibits gas flaring, which forces companies to either reinject the gas or to process it for consumption. Both these options require additional infrastructure which may not be readily available for the relevant companies and thus causes delays in production timelines.

Despite the miniscule setbacks as compared to the positive discoveries to date, the predominant consensus is that the oil and gas discoveries could elevate Namibia in terms of economic sustainability. The Mining and Energy Minister Tom Alweendo is of the opinion that Namibia's annual GDP could be doubled, to 8%, within a decade and in doing so also reduce reliance on diamonds.

In summary, granted the appropriate foresight bound by the righteous commitment to the common goal, policies and deliberate action towards corporate growth as a nation, the oil and gas discoveries hold substantial economic benefit for the land of the brave.

Sources:

The Brief – Year in review: 2024,

The Brief – articles on the subject matter in issues dated 30 January 2025, 17 February 2025, 18 February 2025, 25 February 2025, 07 March 2025, 18 March 2025,

Energy Capital & Power, Offshore Energy, Asian-African Chamber, Africa Oil & Gas Report, Reuters, Financial Times

PKF Global Annual Review 2024 - Now Available

We're proud to share that the PKF Global Annual Review 2024 has officially been released and is now available for download on the PKF Global website:

[PKF Global Website](#)

This year's review provides a comprehensive overview of the milestones, challenges, and achievements that shaped our global network throughout 2024. It celebrates how our member firms continue to collaborate, innovate, and lead with purpose — all while keeping people, clients, and communities at the heart of everything we do.

Highlights from this year's review include



Chair and CEO Update

Reflective messages from the PKF Global Chairman and CEO, highlighting our **network's key** achievements in 2024.



2024 at a Glance

A snapshot of our year in numbers, showcasing the strength and reach of our global footprint.



Success Through Collaboration

Stories of how our firms have harnessed the power of connection and shared expertise to succeed together.



Be the Change

How independent firms are working together to make a measurable global impact.



Foundations for Future Success

A look at how technology is powering our global ambitions.



Empowering Our People

Our commitment to developing talent and creating opportunities for future leaders.



Driving Sustainable Growth

How we are embracing change and preparing for the future with intention and vision.



Governance Snapshot

An overview of our leadership structure and strategic direction.



The Year Ahead

Insights into our forward-looking strategies and emerging opportunities.

Whether you are a part of the PKF family or simply interested in how we're making a difference around the world, this review is a valuable reflection of who we are and where we're going.

LEGISLATIVE UPDATES

Beneficial Owners

Regulatory authorities in Namibia have in recent years intensified compliance related implementations, one of which could be deemed as the most prominent being the amendment of the Companies and Close Corporations Act in July / August 2023 which made it mandatory for businesses to disclose their beneficial owners. This refers to the natural person(s) who ultimately own or control a legal entity (registered business) in Namibia. This regulation aims to enhance transparency, combat financial crime (i.e. to mitigate risks linked to financial misconduct) and strengthen corporate governance. To such effect, businesses are now required to identify and declare their beneficial owners to BIPA at various intervals during or post-registration of an entity. This requirement applies to companies (including section 21 entities) and close corporations.

BIPA's Executive for Marketing, Corporate Communication, and Client Management Services, Ockert Jansen, clarifies that beneficial ownership goes beyond just shareholders or directors. It encompasses anyone who meets the criteria of control, influence or substantial financial gain. If an individual for example obtains significant financial gain, s/he could still be considered a beneficial owner, so too if they significantly influence the company's business decisions through ongoing consultations and the company consistently acts on their advice.

BIPA in turn is required to collect, keep and provide such data to the Financial Intelligence Centre (FIC) in terms of the Financial Intelligence Act, 2012. These enforcements are driven by factors such as Namibia, which is a member of the international community, being subject to global standards and best practices, such as those set by the Financial Action Task Force (FATF) and other international regulatory bodies. Strong regulatory oversight is essential to maintaining economic stability and investor confidence. It can also promote economic growth and safeguard its reputation as a responsible jurisdiction.

In February 2024, Namibia was found wanting in a number of respects as it relates to its laws, systems and controls pertaining to money laundering, and terrorism and proliferation financing.

As result, the FATF placed Namibia on the "grey list". This list comprises jurisdictions under enhanced monitoring by the FATF. It contains countries with strategic deficiencies in their anti-money laundering and counter-terrorism financing frameworks. Namibia's listing as such may significantly deter foreign investment, which our nation heavily relies on.



The FIC says the filing of Beneficial Ownership information with BIPA is a key requirement for Namibia's removal from the FATF greylist. FIC Director Bryan Eiseb says that "The timely filing of Beneficial Ownership information with BIPA will enhance Namibia's chances of an enhanced rating by the FATF in May 2025". This is the date by which Namibia looks to be removed from the grey list.

BIPA has issued a stern warning that a majority of registered entities face blacklisting due to non-compliance with the country's beneficial ownership law. Ockert Jansen said that as at 19 February 2025 a mere 37% of the 229,000 entities registered in Namibia were BO compliant. The non-compliant entities are said to face severe sanctions, and the "Registrar (BIPA) has the authority to impose substantial penalties" if the matter is not rectified. Penalties of up to N\$50,000 as well as daily fines of N\$1,000 for continued violations may be imposed. He further stressed that entities failing to comply have already been placed on an inactive list published on BIPA's website. The next step being deregistration if the non-compliant status quo remains.

Restitution is described as "simply reviewing their BO status on the BIPA website at www.bipa.na"

"Mr. Jansen proposed the following measures to ensure that Namibian businesses maintain compliance:

1. Stay informed of changes in legislation and regulations as it pertains to legal persons (registered business entities).
2. Appoint or designate a dedicated compliance officer to oversee compliance efforts.
3. **Conduct regular compliance audits to assess the company or CC's compliance posture and** identify areas for improvement.
4. Keep detailed records of all compliance activities, as this is often a requirement in various legislations and such records may be subject to inspection by the regulators.
5. Seek professional advice by consulting with legal and financial experts to ensure compliance with complex regulations."

It is evident that the Namibian business sector at large can take responsibility for its continued success and thriving sustainability by becoming and maintaining compliance.

Sources:

BO compliance, The Brief – 28 June 2024,

The Brief – 25 February 2025,

The Brief – 26 February 2025, The Namibian – 9 December 2024




Urgent Update: NamRA Practice Note PN1 on Subsistence and Travel Allowances

An urgent update on Practice Note PN1 was recently issued by the Namibian Revenue Agency (NamRA) on the 9th of December 2024. This note is crucial for all tax professionals and businesses operating in Namibia as it clarifies the tax treatment of subsistence and travel allowances, and replaces Practice Note PN3 of 31 March 2001.

Key Clarifications on Subsistence and Travel Allowances

<div><h3>PAYE Deductibility</h3><p>PAYE is deductible from an employee's remuneration, which includes any allowance. However, it excludes reimbursements for expenses actually incurred during employment.</p></div>	<div><h3>Subsistence Allowance</h3><p>A subsistence allowance, which is separate from regular remuneration, is not subject to PAYE if it does not exceed the United Nations (UN) rates for personal subsistence while the employee is away from their usual residence.</p><p>Link: https://policy.un.org/en/human-resources/travel-and-relocation/daily-subsistence-allowance</p></div>
<div><h3>Travel Allowance</h3><p>A travel allowance provided to finance transport or to reimburse employees for actual business travel is not subject to PAYE.</p></div>	

Implications for Tax Professionals and Businesses

<div><h3>Immediate Review of Policies</h3><p>Tax professionals and businesses should immediately review their current policies on subsistence and travel allowances to ensure compliance with the new guidelines.</p></div>	<div><h3>Impact on Payroll</h3><p>Payroll systems and processes may need to be updated to accurately reflect the tax treatment of these allowances, particularly in distinguishing between allowances subject to PAYE and reimbursements that are not.</p></div>	<div><h3>Employee Communication</h3><p>It is essential to communicate these changes to employees, ensuring they understand how their subsistence and travel allowances will be treated for tax purposes.</p></div>
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DISCLAIMER: This is a practice note issued by NamRA and not necessarily in line with the act. A practice note cannot overrule the provisions of the Act itself.

Practical Application of NamRA Practice Note PN1

Under the recent NamRA Practice Note PN1, a key update has been made regarding the tax treatment of travel allowances. Previously, if no PAYE was deducted on the rate per kilometer for travel, it still had to be included on the payslip and PAYE5 for tax purposes. However, this is no longer the case—such amounts are now not subject to PAYE and do not need to be reflected on the PAYE5. This change simplifies compliance and reporting requirements for employers and employees alike.

Compliance with these guidelines is vital to avoid potential penalties and ensure accurate tax reporting.

Given the effective date of 9 December 2024, immediate action is required to align with NamRA's stipulations.

This could include conducting internal audits, updating payroll systems, and disseminating clear guidance to employees.

This serves as a critical reminder to stay informed and proactive in adhering to the latest tax regulations.

NamRA Tightens Bank Account Modification Process

Effective 17 March 2025, the Namibia Revenue Agency (NamRA) has introduced stricter measures to improve the security of taxpayer bank account information.

Key changes include:

- **Mandatory in-person submissions:** Taxpayers must present their original ID or passport and a bank confirmation letter (not older than three months) when requesting bank account changes. Certified copies will no longer be accepted.
- **No third-party accounts:** Bank accounts must belong to the taxpayer linked to the Taxpayer Identification Number (TIN). Authorisation letters or police declarations for third-party accounts will not be accepted.
- **Service access nationwide:** Taxpayers can visit any NamRA office to request changes, regardless of their registration location.

NamRA urges all taxpayers to ensure that their bank details and tax records are up to date to avoid delays and ensure compliance.

Link to Notice: <https://www.namra.org.na/announcements/article/public-notice--immediate-measures-for-bank-account-modification-reques>

REMINDERS SECTION

Change in tax rates

The Income Tax Amendment Act, 2024 has officially been published in the Government Gazette, bringing key tax rate changes into effect. Here's what taxpayers need to know:

- ◆ For individuals: The tax brackets have been adjusted, with each bracket increasing by N\$50,000, effectively easing the tax burden on individual taxpayers. The tax-free threshold has been raised from N\$50,000 to N\$100,000, allowing individuals to retain more of their income before tax applies.
- ✓ Applies to years of assessment commencing on or after 1 March 2024
- ✓ First affected tax returns: Year ending 28 February 2025 (due 30 June 2025)

Below table indicates the new tax brackets for ease of reference:

Tax Brackets	Lowest Bracket	Highest Bracket	Amount above which tax is charged	Fixed tax	Tax rate	Summary
A	-	100,000	-	-	0%	None
B	100,001	150,000	100,000	-	18%	18% above 100 000
C	150,001	350,000	150,000	9,000	25%	9 000 + 25% above 150 000
D	350,001	550,000	350,000	59,000	28%	59 000 + 28% above 350 000
E	550,001	850,000	550,000	115,000	30%	115 000 + 30% above 550 000
F	850,001	1,550,000	850,000	205,000	32%	205 000 + 32% above 850 000
G	1,550,001	n/a	1,550,000	429,000	37%	429 000 + 37% above 1 550 000

- ◆ For companies (excluding mining): The corporate tax rate is being phased down as follows:



These changes aim to ease the tax burden, enhance business competitiveness, and encourage economic growth. Now is the ideal time for businesses and individuals to assess their tax planning strategies and ensure compliance with the revised rates.

For professional guidance on how these amendments may impact your tax obligations, our team at PKF FCS is ready to assist.

Upcoming Submission Deadlines – Stay Compliant!

As tax season progresses, it's important to stay informed about upcoming submission deadlines to avoid penalties and ensure compliance.

Of particular importance is the Individual Income Tax deadline, which falls on 30 June 2025. Taxpayers are reminded to submit their individual tax returns on time to avoid unnecessary penalties or delays.

In addition to individual tax returns, several other important returns such as Import VAT, PAYE, and Social Security are also due at the end of June.

Below is a detailed table outlining the key deadlines for the coming months:

Returns:	APRIL	MAY	JUNE	JULY
Import VAT	22/04/2025	20/05/2025	20/06/2025	21/07/2025
PAYE	22/04/2025	20/05/2025	20/06/2025	21/07/2025
VET	22/04/2025	20/05/2025	20/06/2025	21/07/2025
Withholding Tax	22/04/2025	20/05/2025	20/06/2025	21/07/2025
VAT	25/04/2025	27/05/2025	25/06/2025	25/07/2025
Social Security	30/04/2025	30/05/2025	30/06/2025	31/07/2025
Annual Duties	30/04/2025	30/05/2025	30/06/2025	31/07/2025
Individual Income Tax	n/a	n/a	30/06/2025	n/a

Staying on top of these deadlines will help ensure smooth and stress-free compliance.

FAQs on Individual taxes



Travel Log - What, why & how

The Act requires one to provide proof of the expenses incurred for business purposes in order to prove that you have a valid tax deduction against the vehicle purchase/ travel allowance. Keeping a detailed logbook/ travel log has become common practice and frequently requested source of proof by the Namibian Revenue Agency, but is not specifically specified in the Act as being the sole source of proof. A travel log is however the easiest way to prove your business and private travels. The travel log should include the dates travelled - splitting the kilometres travelled for business and those travelled for private. It is important to note that travelling to work in the morning and from work to your place of residence is not considered as travelling for business, but private mileages.

All receipts and invoices should be kept substantiating the fuel, insurance, licence and repair costs during the year.



Pension Deductions - What, why, how

Employees can deduct their contributions towards their Namibian registered pension/ provident funds against their taxable income. If contributions towards a Namibian registered retirement annuity fund or educational policy for your child/stepchild is made, these may also be deducted for tax purposes. The annual limit is N\$150,000.00 per annum in total for all your pension, provident, retirement annuity and educational policies. This means in aggregate, the limit of all the contributions put together may not exceed N\$150,000.00 per annum per taxpayer.

The limit previously was at N\$40,000.00 per annum, and increased to N\$150,000.00 for the years of assessment commencing on or after 1 March 2022 (ending February 2023).



Pension Payout - What, why, how

Total lump sum is tax free in the following circumstances: (Lump sum received is never more than 1/3 in terms of the pension fund rules)

- Retirement
- Death, superannuation, ill health or other infirmity

Lump sums received from pension fund pay outs due to withdrawal on resignation or dismissal or the cessation of the fund which have not been transferred to a similar fund is taxable and included in the taxpayers taxable income

Pension fund pay outs received due to retrenchment which has not been transferred to a similar fund is taxed at the average rate.

PKF FCS SERVICES

Our Services

At PKF FCS, we offer a comprehensive range of professional services designed to support businesses and individuals in navigating financial, legal, and strategic challenges. Below is an overview of our key departments and the specialised services they provide:

PKF Financial Consulting Services



Accounting Services

Preparation of Annual Financial Statements in IFRS, IFRS for SMEs, or NAC001 framework; Compilation of Consolidated Financial Statements, Interim Financial Statements, and Integrated Reports; Acting as an Accounting Officer for Close Corporations; Preparation of audit support schedules and coordination with auditors; Specialised financial services, including viability studies, cashflow forecasts, budgeting, and costing exercises



Bookkeeping Services

Processing of bookkeeping data and preparation of VAT and Import VAT returns; Payroll processing, including salary calculations, payslips, PAYE submissions, and employee benefit returns; Assistance with Social Security, Employee Compensation Fund, and Vocational Training Levy compliance; Secondment of staff for temporary bookkeeping or payroll needs; Preparation of monthly management accounts with tax forecasts



Business Broking

Connecting buyers and sellers while maintaining strict confidentiality; Valuation and financial assessment of businesses for sale; Guidance on tax implications and legal requirements for seamless business transitions; Coordination of purchase agreements and related legal documentation



Secretarial Administration Services

Formation and registration of Companies and Close Corporations; Business registrations with BIPA, NamRA, Social Security Commission, and NTA; Maintenance of corporate secretarial records, including director changes, share transfers, and annual filings; Registration and administration of Trusts and Defensive Names; Trust secretarial services, including amendments and compliance with the Master of the High Court



Consulting & Fiduciary Services

Business structuring and strategic advisory services; Assistance with mergers, acquisitions, valuations, and estate planning; Internal control reviews, tax planning, and special investigations; Fiduciary services, including trusteeship, estate administration, and acting as executors



Personal Wealth Management

Personalised investment and financial planning; Access to outsourced corporate treasury solutions and competitive Forex rates; Transparent investment structures through our partnership with Anchor Capital



Tax Services

Expert guidance on income tax compliance, planning, and structuring; Representation at Tax Tribunal and Income Tax Court; Assistance with tax audits, objections, and appeals; Calculation of tax liabilities, staff salary structuring, and tax forecasts; International tax research and tax-efficient business strategies

PKF FCS Auditors



Assurance Engagements

Independent audit services to provide assurance to shareholders and stakeholders; Ensuring Annual Financial Statements comply with the latest international financial reporting standards; Adoption of international audit techniques for efficient and cost-effective services; Compliance with Companies Act of Namibia requiring annual audits



Forensic Services

Investigation of fraud, embezzlement, and financial misconduct; Discreet and strategic execution of forensic investigations; Preservation of evidence for potential legal proceedings

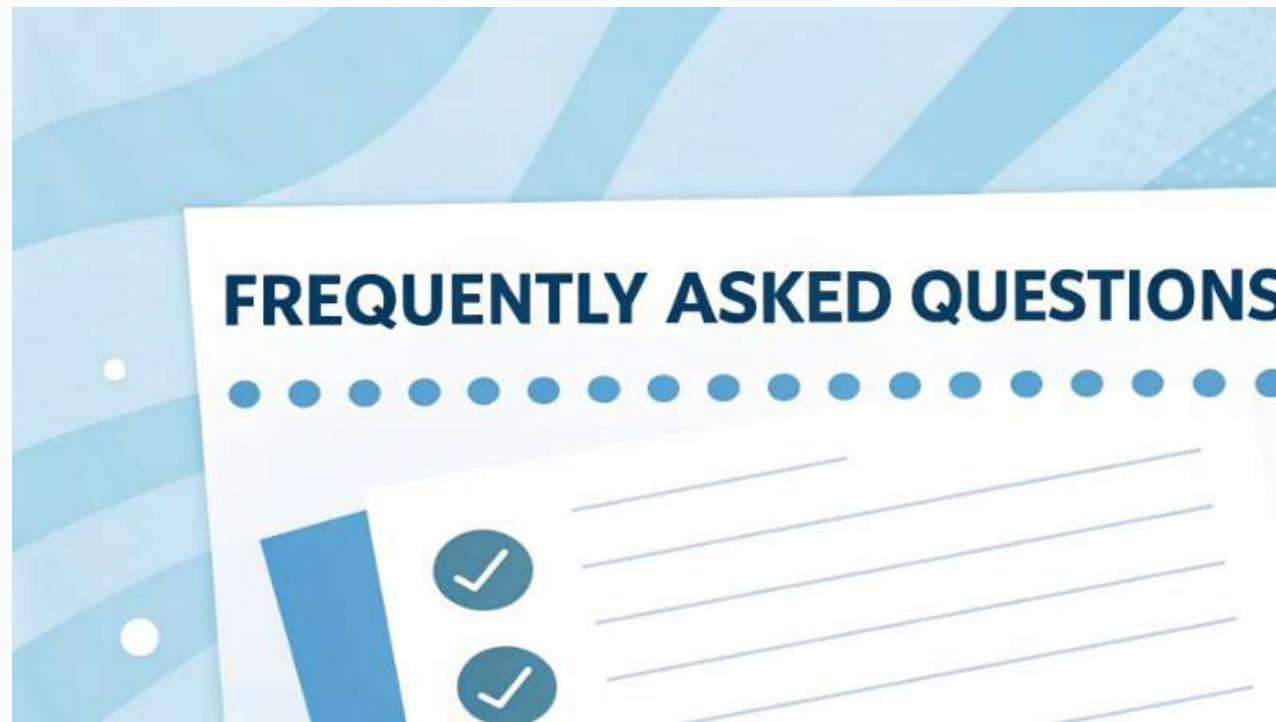


Agreed-Upon Procedures

Customised financial reviews and specific investigations based on client needs; Conducted under International Standard on Related Services (ISRS) 4400 (Revised); Clear and professional reporting on findings based on agreed-upon procedures

At PKF FCS, we are committed to delivering expert financial, legal, and strategic solutions tailored to your needs. If you require assistance with any of the above services, feel free to reach out.

Frequently Asked Questions



What is the difference between a Good Standing Certificate and a Tax Clearance Certificate?

Good Standing Certificate

A Certificate of Good Standing in Namibia is an important document issued by the Namibia Revenue Agency in Namibia. It serves as proof that a taxpayer is compliant with Namibian tax laws, specifically regarding the submission of tax returns and payment of taxes.

Certificate of Good Standing confirms tax compliance and can be used for various purposes, including:

- Application for government or other tenders.
- Work permit applications by non-residents – First application
- Renewal of certain trading licenses.
- Registration as a Small and Medium Enterprise (SME).
- Other purposes prescribed by the Ministry of Finance or organisations.

Tax Clearance Certificate

A tax clearance Certificate in Namibia is an important document issued by Namibia Revenue Agency. It serves as proof that a taxpayer is compliant with Namibian tax laws, specifically regarding the submission of tax returns and payment of taxes. The TCC is also needed for the below purposes:

- Working permit (Last document Home Affairs requires before approval for both employer & employee)
- Tenders
- Audit purposes

While both documents serve as proof of tax compliance, the key difference lies in their specific use cases. Ensuring that your tax affairs are in order will facilitate the smooth issuance of either certificate when required.

Does PKF FCS offer training courses to the general public?

Yes! PKF FCS is a registered training centre with the Namibia Institute of Professional Accountants (NIPA) and the Namibian Training Authority (NTA). Additionally, our Walvis Bay and Windhoek offices are accredited by the Institute of Chartered Accountants of Namibia (ICAN).

Through our sister firm, Cultus Training Academy CC, we offer a wide range of training courses throughout the year, covering topics such as taxation, ethics, and various business-related subjects - these courses are designed to provide valuable insights and practical knowledge.

- For a detailed overview of the 2025 training calendar, including course dates and topics, please follow the link below to download the full brochure:

[Cultus Training Brochure 2025](#)

- For direct access to the registration forms, please follow the link below:

[Training Registration Form \(pdf\)](#)

- Or alternatively, enrol directly on our website:

[Link to enrol online](#)

Click on below button to enrol:



- To stay in the loop and received weekly updates on training, join our Cultus Training Academy WhatsApp Group by scanning the below QR code:



Do you have an active website?

Yes! PKF FCS has an active website where you can explore our services, latest updates, and valuable resources. For more information, visit us at:

[PKF FCS Namibia](#)

CAREERS AT PKF FCS

Building Careers, Shaping Futures: Spotlight on Tax & Corporate Services

At PKF FCS, we believe in more than just jobs - we're committed to building meaningful careers. In this edition, we shine a spotlight on two dynamic departments at the heart of our firm: Tax and Corporate Finance Services.

Through a series of insightful interviews, department leaders share what it's like to work in their teams, the career opportunities available, and what it takes to thrive in their space. From day-to-day responsibilities to long-term growth and success stories, this Q&A-style feature offers an inside look at the people, purpose, and possibilities within each department.

Whether you're considering your next step or simply curious about how our teams contribute to the bigger picture, this section offers valuable perspectives straight from those leading the way.





1. Can you give us a brief overview of your department and the services it provides?	<p>I have a passion for corporate finance and was excited to lead this newly formalised department. While some services like cash flow forecasts and business plans were previously offered, we now provide these in a more detailed and professional manner. Our offerings include feasibility studies, due diligence, business valuations, financial modelling, scenario planning, and assistance with mergers and acquisitions.</p>
2. What are the typical career paths available within your department?	<p>The department is still growing, so there isn't a dedicated team yet. We currently draw support from the accounting team, though some staff are being prepared to transition into full-time roles here. Corporate finance offers significant growth potential, especially for those with completed articles and a solid understanding of finance, tax, and economic trends.</p>
3. What skills and qualifications are essential for someone looking to start a career in your department?	<p>A business-related degree and completed articles are essential, along with a good grasp of economics. Due to the specialised nature of the work, prior financial experience is key. It's best suited to those who've already developed a strong foundation in accounting.</p>
4. How does PKF FCS support career growth and professional development within your team?	<p>Like all departments, we support ongoing development through study benefits and opportunities to enhance skills and experience.</p>
5. What are some of the biggest challenges and rewards of working in your department?	<p>Every project is unique—different industries, complexities, and client goals. Unlike traditional accounting, this work focuses on current and future planning. The biggest challenge is managing tight deadlines.</p>
6. What qualities make someone a great fit for your team?	<p>A strong desire to learn and adapt. The field evolves rapidly, especially with technological advances, so flexibility and curiosity are essential.</p>
7. Can you share a success story of someone who has grown within the department?	<p>We haven't had a dedicated team yet, but several accounting staff have proven their potential in this space. The plan is to grow the department over the next two years, creating more opportunities for internal advancement while still encouraging broad professional exposure.</p>
8. What advice would you give to someone interested in pursuing a career in your field?	<p>Don't be afraid to make mistakes or ask questions. This field requires a different mindset from traditional accounting, and learning comes with experience.</p>
9. How does your department contribute to the overall success of PKF FCS?	<p>It allows us to offer value-added services to our clients without referring them elsewhere. Our business valuation service has gained strong traction, particularly in deal advisory roles, which enhances our client relationships and overall value proposition.</p>
10. What makes PKF FCS a great place to build a career?	<p>We offer diverse career paths, strong support for study and professional development, and a focus on maintaining a human touch. Despite our size, we prioritise mental health, social engagement, and mentorship, staying true to our "stay human" value.</p>



1. Can you give us a brief overview of your department and the services it provides?	The tax department ensures compliance through services like filing returns, handling account registrations (PAYE, VAT, Import VAT), lodging objections, and providing tax calculations, planning, provisional estimates, and tax opinions.
2. What are the typical career paths available within your department?	There are currently two career paths available in the tax department. You can follow the route as a tax compliance officer or a tax specialist.
3. What skills and qualifications are essential for someone looking to start a career in your department?	<p>For tax compliance, you need a solid understanding of Income Tax and VAT, good communication skills, and the ability to work under pressure.</p> <p>Tax specialists require in-depth tax knowledge, a bachelor’s in accounting science, and possibly a postgraduate diploma in taxation.</p>
4. How does PKF FCS support career growth and professional development within your team?	Tax staff benefit from the same study support available to audit and accounting departments, aiding growth within the field.
5. What are some of the biggest challenges and rewards of working in your department?	Probably one of our biggest challenges is the fact that we stand being the agent between the taxpayer and the Namibian Revenue Agency, but at the same time the most rewarding is being able to aid the Namibia Revenue Agency in taxpayers being tax compliant at the same time guiding taxpayers to achieve the maximum tax saving.
6. What qualities make someone a great fit for your team?	A team player with grit, someone who can adapt to change and communicate with ease and confidence.
7. Can you share a success story of someone who has grown within the department?	The tax department has only recently started to expand into more than just being a compliance function, however, the aim is to have specialized persons for different functions / taxes and that is a success story in the making.
8. What advice would you give to someone interested in pursuing a career in your field?	Not to be afraid to fail or make mistakes and learn from them. To take advantage of the knowledge that can be imparted to you from fellow colleagues and leaders.
9. How does your department contribute to the overall success of PKF FCS?	Being able to provide taxpayers with guidance and assistance in having a healthy tax account with the Namibian Revenue Agency I believe gives a large contribution to PKF FCS’s success. Every taxpayer, whether a large firm or salary earner – you want a clean and healthy tax account.
10. What makes PKF FCS a great place to build a career?	PKF FCS not only prides itself as being a training facility, but that everyone relies on the open-door policy at PKF FCS which ultimately means that the most junior clerk can tap into a senior’s (includes directors and executive director’s) knowledge and expertise as a source of guidance and know how.





Mental Health

Excerises and wellness to manage stress at the office

Managing Stress in the Office: Practical Exercises & Wellness Tips

Working in the financial, accounting, audit, and taxation industries means constantly juggling deadlines, liaising between clients and regulatory institutions like NamRA, BIPA, and the Master of the High Court. With such high-pressure environments, workplace stress is inevitable. However, managing stress effectively can boost productivity, enhance focus, and improve overall well-being. Here are some practical exercises and wellness strategies to help you stay balanced and focused throughout the workday.

1. Quick Desk Exercises to Relieve Tension

			
Seated Spinal Stretch:	Shoulder Rolls:	Neck Stretches:	Hand and Wrist Stretch:
Sit upright, place your right hand on the left armrest of your chair (or left knee), twist your torso to the left, hold for 10 seconds, and switch sides.	Roll your shoulders forward in circular motions for 10 seconds, then reverse. This relieves built-up tension from long hours at a desk.	Tilt your head to one side, bringing your ear towards your shoulder, hold for 10 seconds, then switch sides.	Extend one arm forward, palm facing up, and gently pull back on the fingers with the other hand. This helps prevent wrist strain from prolonged typing.

2. Breathing Exercises for Instant Stress Relief

4-7-8 Breathing Technique:	Box Breathing:
Inhale through your nose for 4 seconds, hold for 7 seconds, and exhale slowly through your mouth for 8 seconds. Repeat three times to calm your nervous system.	Inhale for 4 seconds, hold for 4 seconds, exhale for 4 seconds, and hold again for 4 seconds. This improves focus and reduces anxiety.

3. Workplace Wellness Habits

Take Micro Breaks: Stand up, stretch, or walk around the office every hour to prevent burnout.

Stay Hydrated: Keep a bottle of water at your desk and aim to drink at least 2 litres per day to maintain energy levels.

Snack Smartly: Opt for brain-boosting snacks like nuts, yogurt, and fruit instead of sugary treats to avoid energy crashes.

Declutter Your Desk: A tidy workspace reduces distractions and promotes a sense of control over your workload.

4. Mental Wellness Strategies

1

2

3

Prioritize Tasks:

Use the Eisenhower Matrix to differentiate between urgent and important tasks.

Set Realistic Goals:

Break down big projects into smaller, manageable steps to avoid feeling overwhelmed.

Create Boundaries

Set clear work hours and take breaks to avoid prolonged mental fatigue.

5. Encouraging a Culture of Wellness

Team Walks or Standing Meetings:

Encourage short walking meetings to promote movement and fresh air.

Mindfulness Minutes:

Introduce a few minutes of guided meditation before high-pressure tasks or meetings.

Wellness Challenges:

Organize monthly wellness challenges such as step counts, hydration goals, or healthy eating competitions.

Final Thoughts

Managing stress in our industry requires a proactive approach. By incorporating these simple exercises and wellness habits into your daily routine, you can enhance productivity, stay focused, and maintain a healthier work-life balance. Small changes lead to big results—start with one or two strategies and build from there!

Creating Calm Amid the Chaos: Our Commitment to a Conducive Work & Study Environment



Have you ever encountered stress? If your answer is “no”, it might be an indication that you are not working in the accounting, auditing, tax or related financial environment... A “yes” response might indicate the opposite being true. In the event of the latter speaking to your environment, **you’ll be pleased to know that at PKF FCS, we acknowledge this fact and continuously strive to** alleviate the negative impact thereof. This might be in the form of a dedicated breakfast run to uplift team morale, facilitate collaboration within various departments as well as filling the tummy (and the social photo album). Another could be splashing in the lagoon trying your best not to topple over, let alone winning the canoe race, or playing it safe while walking to the netball hoop to score your goal on solid platforms.

Our most recent venture comprises the restoration of office space for the dedicated focus time needed for studies. We acknowledge that juggling studies, (sometimes) strenuous working environments as well as a healthy personal lifestyle might seem out of reach at times. To help **our team stay human, we’ve identified a facility providing a safe and conducive environment** specifically for study purposes. The details will still be shared with our team, but rest assured that we are walking the talk of being the change we wish to see.

CODE OF PROFESSIONAL CONDUCT

The Power of Professional Due Care: Excellence in Every Action

In the world of business and finance, professionalism is more than just a standard—it's a commitment. In this edition of Corporate Pulse, we explore one of the core pillars of ethical conduct: Professional Due Care.


But what does due care really mean? Simply put, it's about diligence, competence, and caution—ensuring that every task, decision, and client interaction meets the highest level of quality and integrity. Whether it's preparing financial statements, managing compliance requirements, or making strategic business decisions, exercising due care is what sets true professionals apart.

Why Professional Due Care Matters


Professional due care is essential for maintaining trust in business relationships. It protects companies, clients, and stakeholders while fostering accountability and sound decision-making. Frameworks like the NamCode and King IV emphasise responsible corporate governance, where due care plays a crucial role in promoting transparency, ethical leadership, and long-term sustainability.

How can businesses incorporate professional due care?


Any organisation, regardless of its size or industry, can integrate professional due care into its operations. Here are a few simple but effective ways:

- 


Thorough Record-Keeping

Ensure that financial records, contracts, and key business decisions are accurately documented and stored securely.
- 


Continuous Training & Development

Keep employees up to date with industry regulations, best practices, and emerging risks through regular training.
- 


Quality Control Measures

Implement internal review processes to check for accuracy and compliance before finalising reports or making critical decisions.
- 

Ethical Decision-Making

Encourage a company culture where employees consider the broader impact of their actions and always act with integrity.
- 

Risk Management

Identify potential risks in business operations and take proactive steps to mitigate them.
- 

Client & Stakeholder Communication

Maintain open and honest communication with clients, partners, and stakeholders to manage expectations and build trust.

Excellence in business is never accidental—it is built on consistent, responsible, and thoughtful action. By embracing professional due care, organisations and individuals can contribute to a more ethical, reliable, and resilient business environment.

Due care isn't just a principle—it's a commitment to doing things right!

SOCIAL CORNER SECTION

Welcome to the latest edition of our Social Corner, where we celebrate our corporate social initiatives, recent events, and the achievements of our incredible team members. At PKF FCS, we believe in fostering a strong sense of community—both within our firm and beyond. Here's a look at what we've been up to in the past few months.

Making a Difference: Our Corporate Social Responsibility

Giving back to our community remains at the heart of what we do. Over the past few months, we have been actively involved in various social initiatives, supporting causes that align with our values. Whether through donations, sponsorships, or volunteer efforts, our teams across different branches have continued to make a positive impact. Thank you to all who have contributed towards making a difference!



Corporate Social Responsibilities



Celebrating Moments Together: Social Events & Firm Happenings

The past few months have been filled with exciting social events and celebrations, bringing our teams together and creating lasting memories:



Walvis Bay Annual Corporate Photoshoot

Our Walvis Bay team started the year on a high note with their annual corporate photoshoot in January, capturing the essence of professionalism and teamwork.

2024 Year-End Functions

Each of our branches hosted their own year-end celebrations, wrapping up a fantastic 2024 with gratitude, laughter, and good company.

2024 Yearends



Special Celebrations & Sporting Achievements



Valentine's Day Celebration

Love was in the air as staff members were treated to sweet surprises.

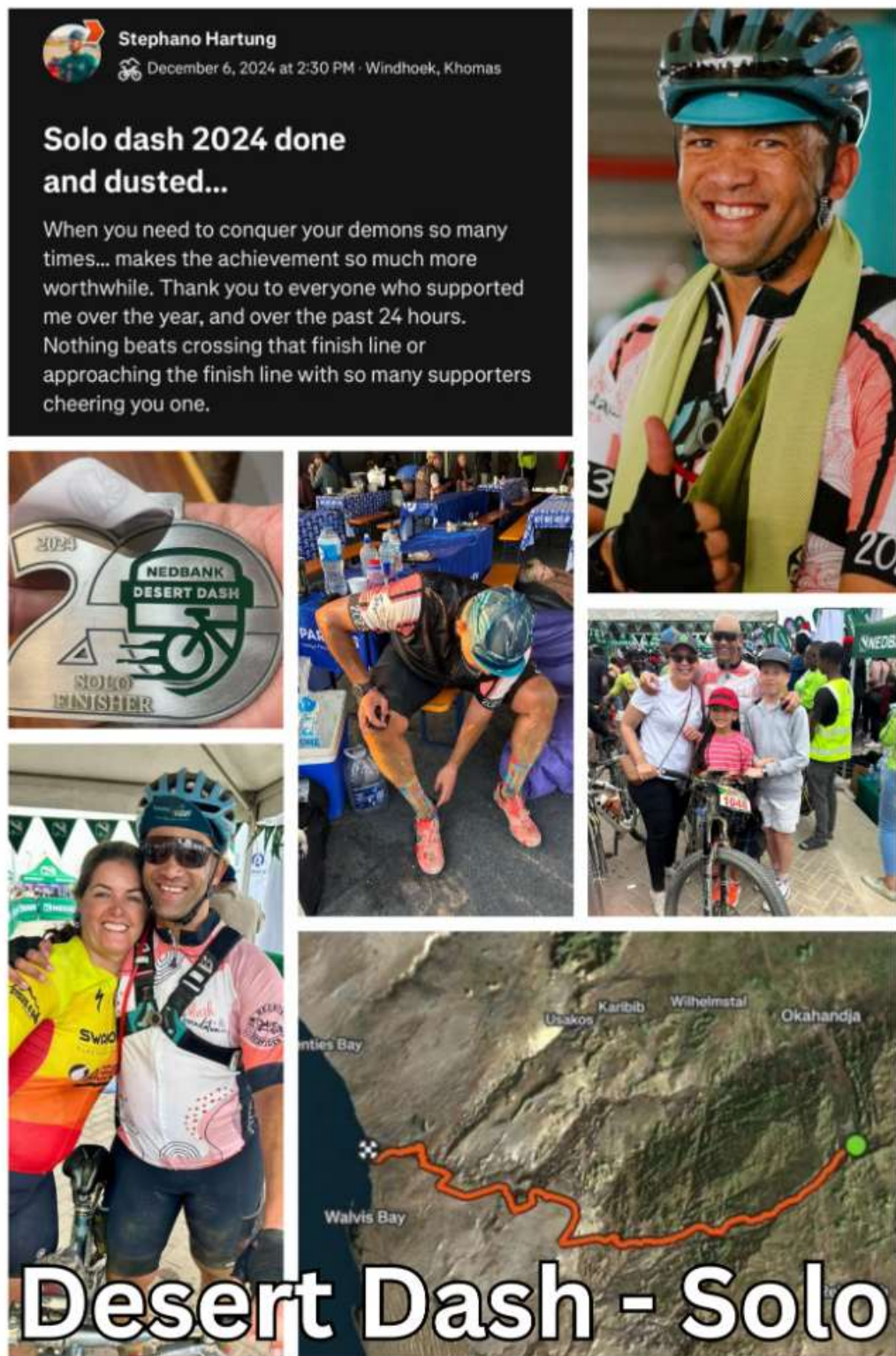
Independence Day Festivities

Staff members celebrated with patriotic flair, enjoying special treats and dressing up to mark the occasion.

Rossing Marathon Participation

Several of our staff members laced up their running shoes and took part in the Rossing Marathon, showcasing endurance and team spirit. From 5 km to 10 km runs, to Hendrina completing an impressive 21 km, and Taimmi finishing her first full marathon of 42 km—we are proud of every participant's achievement. Well done to everyone who represented PKF FCS with such dedication and enthusiasm!



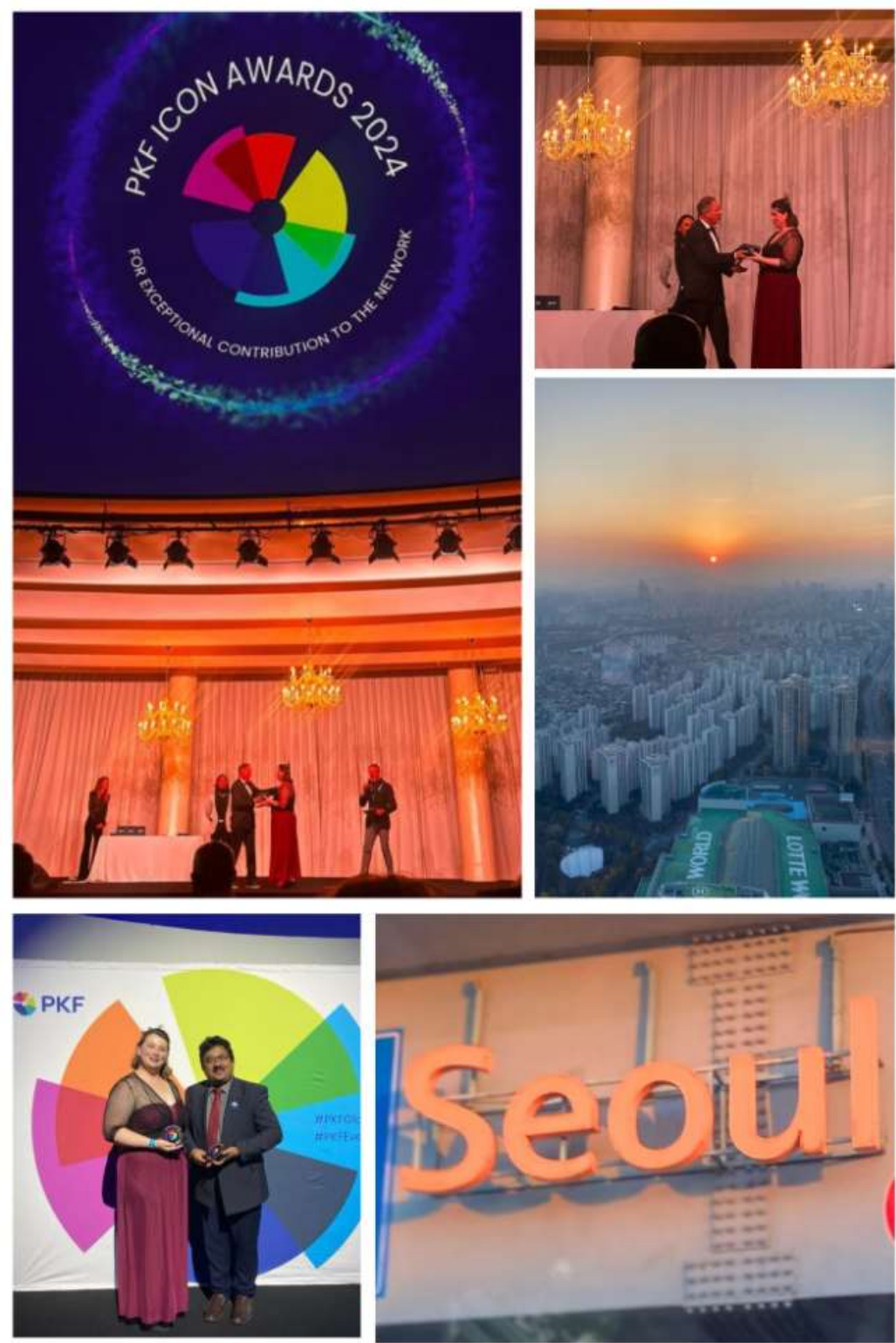


Desert Dash 2024

Our very own Stephano Hartung completed his very first solo Desert Dash—401 km from Windhoek to Swakopmund. What an incredible achievement and a true testament to his endurance and determination.

PKF Seoul Gathering & Prize Giving

A momentous occasion as PKF Seoul hosted a gathering and prize-giving event, strengthening our global PKF network. PKF FCS was honoured with the Regional Icon Award for its incredible support to the PKF Global family, active participation in events, and commitment to the brand.





PKF Southern Africa Gathering

Partners from our member firms across South Africa reunited in Swakopmund, Namibia, for the annual gathering. Joined by friends and colleagues from PKF FCS Namibia, PKF Angola, and PKF Global CEO Theo Vermaak, the event focused on The Future Now. It was a time of collaboration, learning and reconnecting—set against the stunning Namibian backdrop explored by boat, quad bike and even camel.

A few additional social events worth showcasing



Celebrating Achievements & Milestones



Professional Qualifications

- **Petrus Tromp** – Achieved his ACCA accreditation, a significant milestone in his professional journey.
- **Heiki Shaumbwa** – Passed his ITC/APC (previously known as the boards exams), bringing him one step closer to becoming a Chartered Accountant.
- **Saara Usuzi** – Successfully passed her CTA exams, an essential milestone in her auditing career.
- **Chandre Visagie** – Achieved her PAAB Assessor qualification, enabling her to mentor and assess aspiring auditors on their journey to professional accreditation.
- **Kay-Lee Sissing** – Obtained her Bachelor's degree in Financial Accounting, marking the successful completion of her undergraduate studies and laying a solid foundation for a promising career.
- **Ronell Tuueko** – Passed her bridging course to CTA, demonstrating commitment and determination as she works toward becoming a qualified accounting professional.
- **Janine Visser-Engels** – Successfully completed the ACCA Applied Knowledge level, advancing her progress toward full ACCA qualification and showcasing her dedication to continuous learning.



More Academic Achievements

- **Pamela Takura** – Earned her Degree in Finance Management, equipping her with the knowledge and skills to thrive in the financial services environment.
- **Christopher Draier** – Completed his Initial Professional Development (IPD) under NIPA, an important step in his journey to becoming a certified professional accountant.
- **Stevenson Nelumbuh** – Graduated with a Bachelor of Accounting (Honours), strengthening his academic foundation and setting the stage for professional success.
- **Bergnutha Joas** – Obtained her Bachelor of Accounting degree, marking a major academic achievement and opening doors to a rewarding future in the field.
- **Rouxche Higoam** – Passed her CTA exams, a major academic hurdle that brings her significantly closer to qualifying as a Chartered Accountant.
- **Petrina Kels** – Attained both her CA designation and PAAB Assessor accreditation, a dual accomplishment that reflects her expertise and leadership.
- **Hevelina Erasmus** – Completed her **Master's Degree in Industrial / Organisational Psychology**, positioning her as a specialist in workplace behaviour and people development.

Long Service Recognition

20 Years

Audrey Jason-Marais

Years of service (September 2024)



20 Years

Helena Amutenya

Years of service (July 2024)



10 Years

Velinda Alves

Years of service (October 2024)



10 Years

Marlene Esau

Years of service (March 2025)



Your hard work and commitment are deeply valued, and we are proud to have you as part of the PKF FCS family!

As always, we look forward to the months ahead, filled with more exciting events, accomplishments, and opportunities to give back to our communities. Stay tuned for more updates in our next edition of Social Corner!

To stay informed about all the latest updates at PKF FCS, follow us on our social platforms:

[Link To Facebook](#)

[Link To LinkedIn](#)

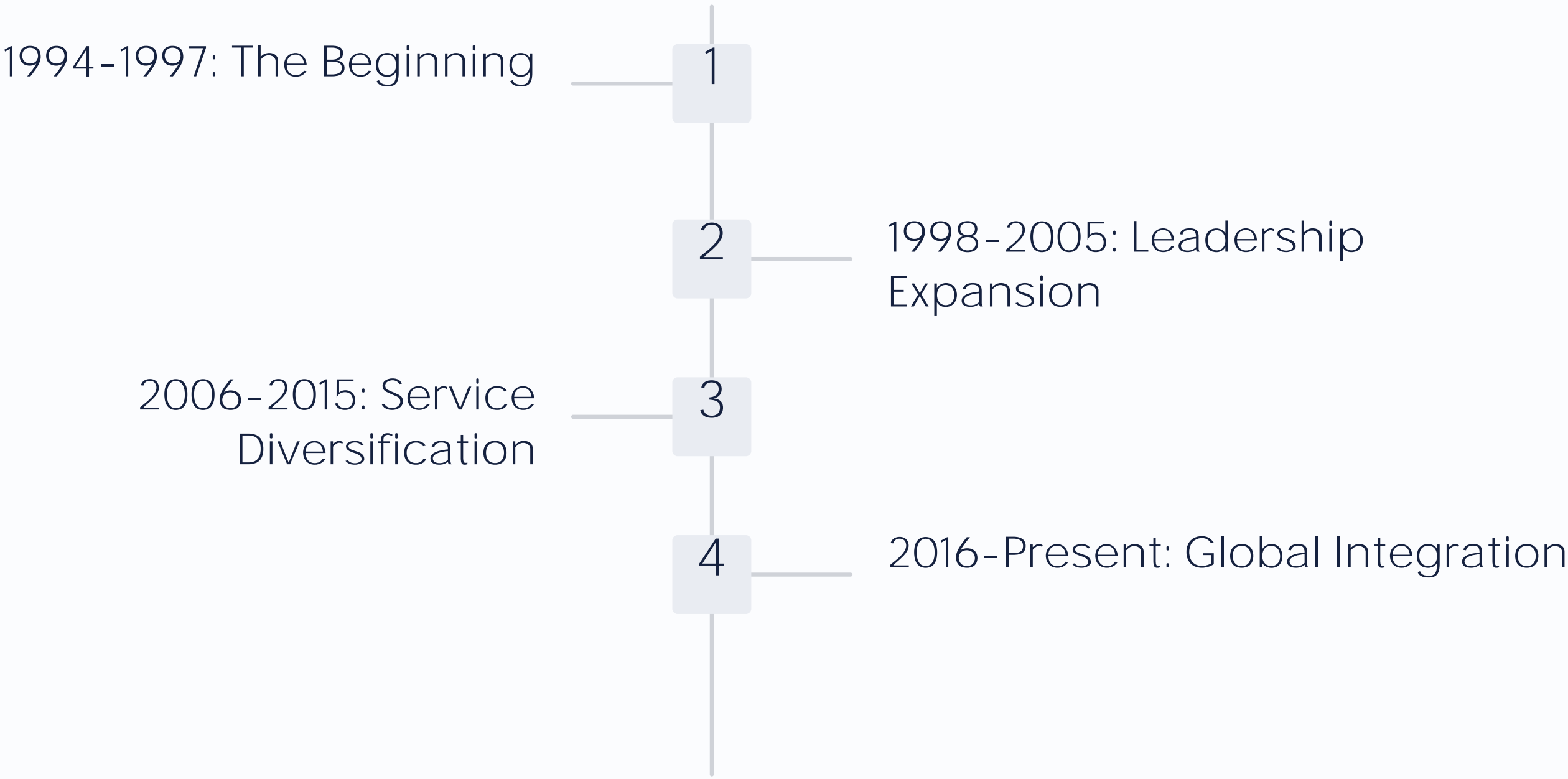
SOMETHING OLD, SOMETHING NEW, SOMETHING BLUE AND SOMETHING YOU

Our Brand Journey

PKF FCS has undergone a remarkable transformation since its inception, growing from a small, one-man operation into a respected, internationally affiliated firm. Our journey is one of evolution, strategic growth, and commitment to excellence.

FCS was founded by Frank Moormann on 1st June 1994 in Swakopmund. What began as a modest 30-square-metre office space soon expanded as demand for our services grew. By 1996, the Swakopmund office had grown to a team of four, prompting a move to larger premises. In 1997, our reach extended to Windhoek, marking the beginning of our national footprint.

Our Growth Story



Through the years, our leadership team expanded, with Harald Hecht becoming the first partner in 1998, followed by Karl-Heinz Schulte, Reiner Piepmeyer, and Pierre Knoetze. Their contributions **laid the foundation for the firm’s continued growth and success.** The expansion continued with the construction of our Walvis Bay office in 2005 and later, the establishment and extensions of our Swakopmund and Windhoek offices. In 2006, the introduction of FCS Auditors further solidified our presence in the financial and advisory sectors.

A defining moment in our journey came in 2016, when FCS merged with PKF Namibia, joining the prestigious PKF Global network. This integration allowed us to align with an internationally recognised brand while maintaining our strong local roots. With this transition and the ever-increasing number of stakeholders, FCS was converted into a company, paving the way for the adoption of the PKF Financial Consulting Services (Pty) Ltd (PKF FCS) brand in 2021.

Today, PKF FCS and PKF-FCS Auditors continue to uphold the highest standards of integrity, quality, and transparency. Our membership in the PKF Global network enables us to leverage international expertise while delivering personalised, hands-on service to our clients in Namibia and beyond.

Why Branding is Important

Branding is more than just a logo; it is the identity, reputation, and trust that a firm builds over time. For PKF FCS and PKF-FCS Auditors, our brand represents our unwavering commitment to professionalism, excellence, and client satisfaction.



Recognition and Credibility

A strong brand distinguishes us in a competitive market, making us instantly recognisable and reinforcing trust in our services. By adopting the PKF Global brand, we align ourselves with an international network known for quality and expertise.



Consistency and Professionalism

Our branding ensures consistency across all our communications, reinforcing the high standards we uphold in our work. Clients and stakeholders associate our brand with reliability, expertise, and integrity.



Global and Local Strength

As part of PKF Global, we benefit from international collaboration and expertise while maintaining a strong local presence. This allows us to offer solutions that are both globally informed and locally relevant.



Attracting and Retaining Talent

A strong brand is not only attractive to clients but also to potential employees. Our brand reflects a workplace that values growth, innovation, and excellence, making PKF FCS the employer of choice for top professionals in the industry.



Building Trust and Loyalty

Clients want to work with firms they trust. Our brand conveys our mission to exceed expectations, add value, and build long-lasting relationships based on mutual honesty and respect.

Branding is an ongoing journey, and as PKF FCS continues to evolve, we remain dedicated to upholding the values that define who we are. Our commitment to quality, professionalism, and personalised service ensures that we remain a trusted partner to our clients and a leader in the financial consulting and auditing landscape.

Embracing Change, Leading the Way

Adopting the PKF brand was not just a change in name - it was a cultural shift and strategic decision that required commitment, adaptability, and vision. Change is never easy, but at PKF FCS, we recognised that aligning ourselves with a globally respected brand was a crucial step in taking our firm to the next level. Through careful planning, transparent communication, and team buy-in, we made the transition with purpose and pride.

What makes our journey especially noteworthy is the way we embraced this transformation - not just meeting the expectations, but exceeding them. Among all member firms in the PKF Africa network, PKF FCS emerged as the top performer in executing the brand adoption criteria. This achievement speaks volumes about our commitment to excellence and our alignment with the values and standards of a global network.

This outstanding performance was formally recognised on the international stage. At the recent PKF Global Gathering in Seoul, PKF FCS was honoured with the Regional Icon Award - a prestigious accolade celebrating our consistent engagement within the PKF community, our **active contribution to global initiatives, and the wholehearted way in which we've embraced and lived out the PKF brand. It's a proud moment that reflects the dedication, unity, and forward-thinking mindset of our entire team.**

This recognition marks not only a significant milestone for PKF FCS, but also a powerful reminder that embracing change with intention and unity, we position ourselves to lead - with confidence - into the future.



The Importance of Branding for Any Entity

Branding plays a critical role in the success of any business, organisation, or entity. It shapes public perception, fosters trust, and creates a lasting impression. Whether a company is a multinational corporation or a small start-up, a strong brand contributes to long-term growth and sustainability.



1. Identity and Differentiation – **A brand serves as an entity’s unique identity, setting it apart from competitors.** A well-defined brand communicates what an organisation stands for and what makes it unique in the market.
2. Customer Loyalty and Trust – A strong brand fosters trust and credibility among customers. Consistent branding helps create emotional connections, making customers more likely to return and refer others.
3. Financial Value and Market Positioning – Companies with strong brands often enjoy higher valuations and better market positioning. A recognised and respected brand can lead to increased business opportunities and investor confidence.
4. Marketing and Communication Efficiency – A cohesive brand streamlines marketing efforts by providing a clear and consistent message. This leads to better recognition and engagement with the target audience.
5. Employee Pride and Engagement – Employees take pride in working for a well-branded company. A strong brand helps attract top talent and fosters a sense of belonging and motivation within the workforce.

Branding is not just about aesthetics; it is a strategic tool that drives business success. Organisations that invest in building and maintaining a strong brand position themselves for growth, resilience, and long-term impact.

PKF-FCS NEWS SECTION


Exciting Developments & Leadership Changes

The landscape of PKF FCS continues to evolve as we grow, adapt, and welcome new leadership within our firm. We are proud to share several key updates, including the expansion of our presence in Namibia, notable retirements, and exciting new appointments.

Welcoming Our Fourth Branch: PKF FCS Expands to Mariental

We are thrilled to announce the expansion of PKF FCS with the establishment of our newest branch in Mariental. This marks a significant milestone for the firm as we extend our reach into southern Namibia, enhancing our ability to provide top-tier financial consulting, auditing, and advisory services to a broader client base. The new branch reinforces our commitment to being a leading professional business advisory firm in Namibia and serving our clients where they need us most.

PKF FCS Mariental:



+264 63 243 662

mariental@pkf-fcsnam.com

P.O. Box 1013, Mariental

**Erf 326 Lang Street,
Mariental**





A Farewell to JP Kouwenhoven

After nearly two decades of dedicated service, JP Kouwenhoven retired in August 2024. JP joined PKF FCS in 2006 and played a pivotal role in the creation of FCS Auditors, shaping the firm's auditing division into the success it is today. Since 2015, he led the Walvis Bay branch as its Executive Director, guiding the team with expertise, dedication, and unwavering commitment.

JP's contributions to PKF FCS have been instrumental in strengthening our position in the financial services industry. His leadership, mentorship, and vision are deeply appreciated, and we extend our heartfelt gratitude for his years of service. We wish him all the best in his well-earned retirement.



New Executive Director for Walvis Bay: Jeanine du Toit

We are delighted to announce that Jeanine du Toit assumed the role of Executive Director of the Walvis Bay branch in September 2024. Jeanine's journey with PKF FCS began in 2006, when she joined as the first articled clerk at FCS Auditors under the guidance of none other than JP Kouwenhoven. Over the years, she has demonstrated remarkable leadership and expertise, successfully fulfilling the role of Managing Audit Partner at PKF-FCS Auditors.

Jeanine's elevation to Executive Director is a testament to her dedication, knowledge, and commitment to the firm. Under her leadership, the Walvis Bay branch continues to thrive, and we wish her continued success in this prestigious role!

New Partner Appointment: Welcoming Stephano Hartung as Director

Another exciting leadership development is the appointment of Stephano Hartung as Director at the Walvis Bay branch, effective 1 March 2025. Stephano's journey with PKF FCS has been one of dedication, growth, and perseverance:



As Director, Stephano now oversees the Tax, Accounting, and Bookkeeping Departments at the Walvis Bay branch. His expertise and leadership are invaluable to the continued success of our firm. We extend our congratulations to Stephano on this well-deserved achievement and look forward to his ongoing contributions in this new role.

With these exciting changes, PKF FCS continues to grow and evolve. We thank all our team members for their dedication and look forward to an even brighter future together!

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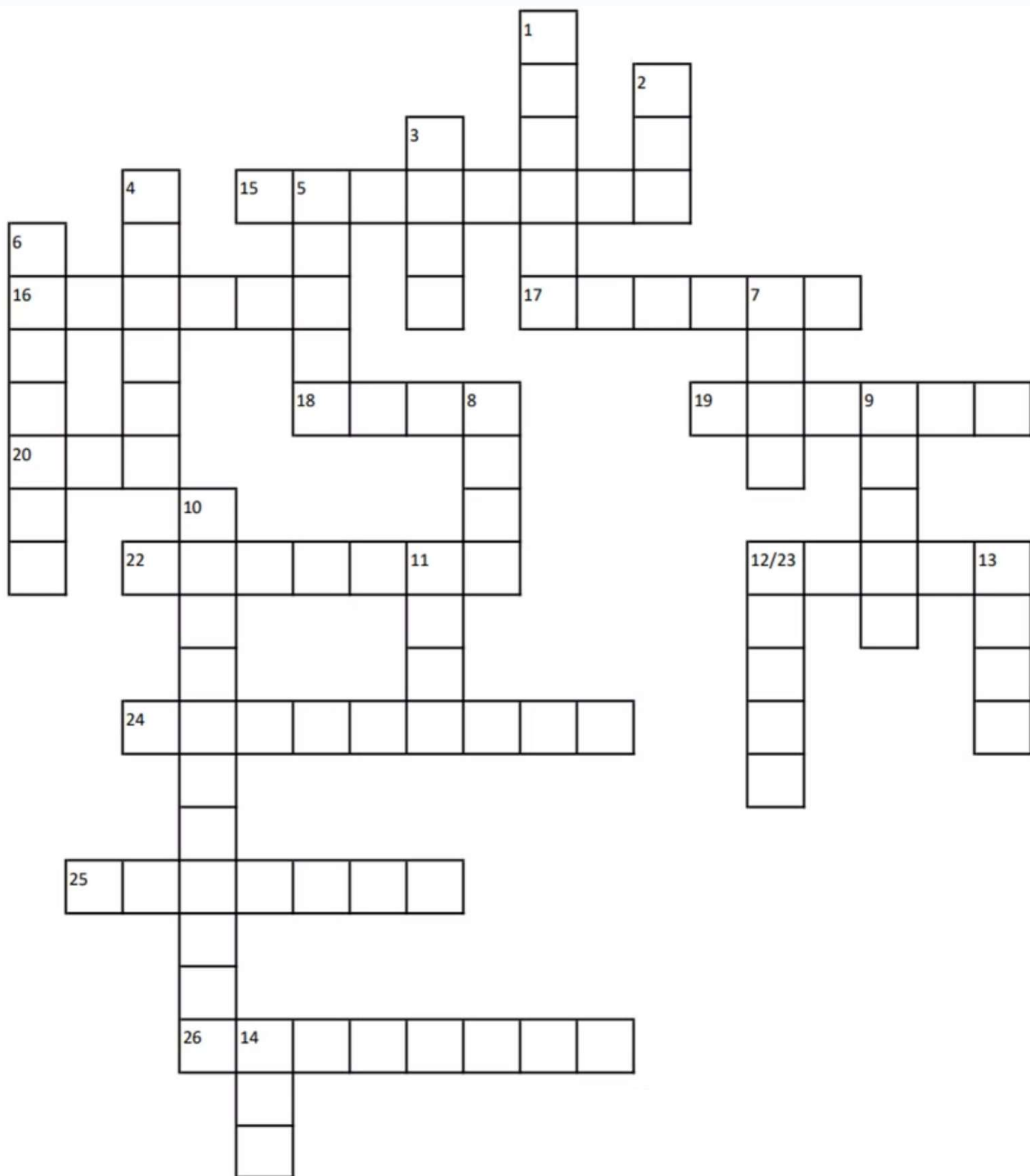
FUN CORNER

EASTER CROSSWORD PUZZLE ACTIVITY

Down	
1.	What day of the week is easter?
2.	Month after easter
3.	Easter-egg ____
4.	Used to carry easter eggs
5.	Easter month
6.	The period from Friday to Monday during Easter is called "Easter ____"
7.	Shape of eggs
8.	Hidden by the easter bunny
9.	The easter ____
10.	Sweet, soft and squishy treat
11.	The easter bunny has a fluffy ____?
12.	Small, yellow and fluffy - hatches from an egg!
13.	Yellow of an egg is called the "egg ____"
14.	The Easter Bunny loves to do this

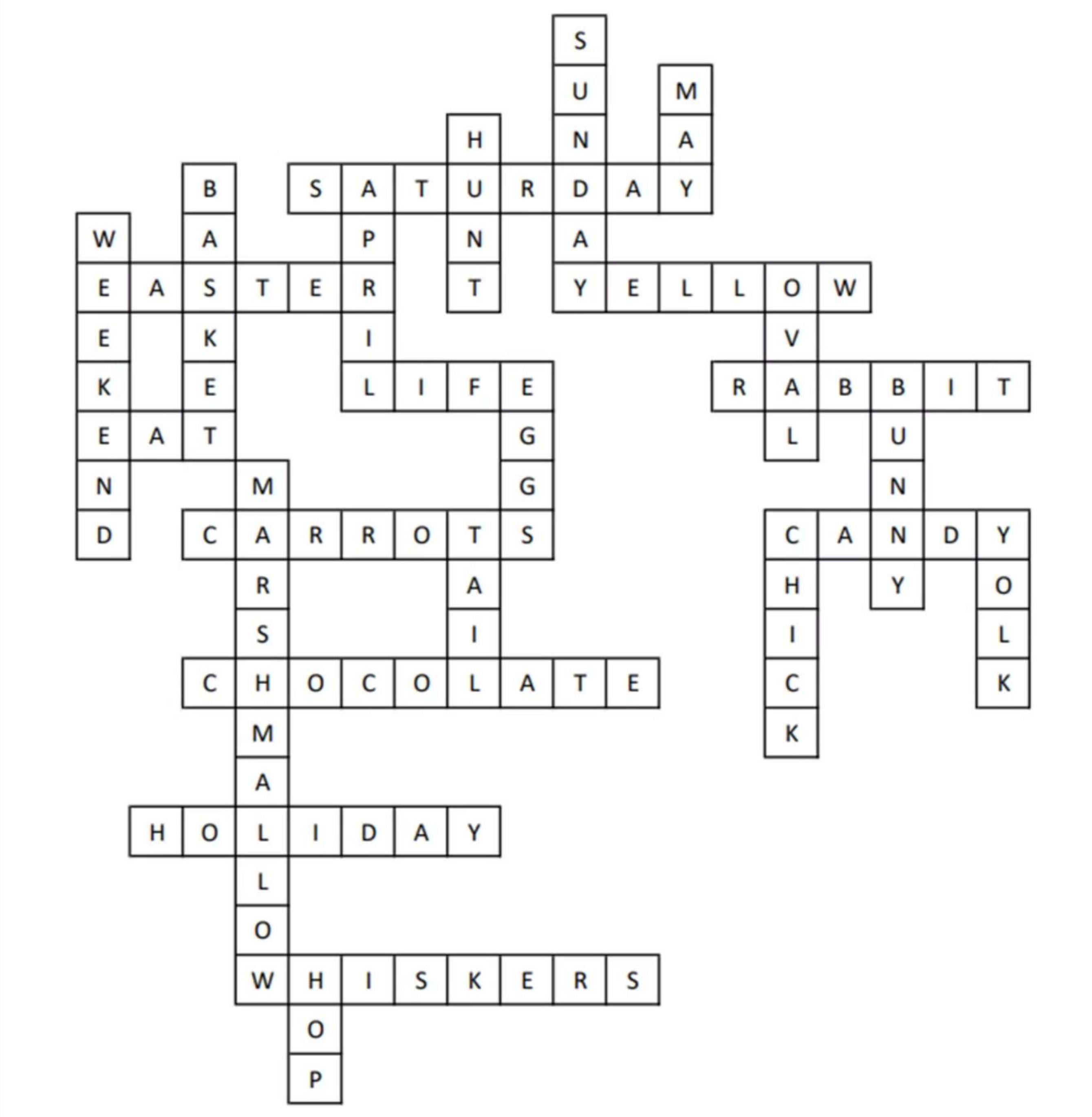
Across	
15.	The day before easter
16.	Holiday in April?
17.	The colour of little chicks?
18.	An egg symbolises new "____"
19.	A fluffy animal that delivers Easter eggs!
20.	What you do with Easter candy
21.	What do rabbits eat?
22.	The Easter Bunny's favorite snack...
23.	Sweet treats found in every easter basket
24.	The most popular ingredient in Easter candy
25.	The Friday and Monday of Easter are considered a public ____
26.	Tiny hairs that twitch on a bunny's nose

Complete the puzzle on the next page →



Pssst... The solution is on the next page. But hey, no peeking! Cheaters never prosper (and definitely don't get bragging rights).

Solution for crossword



Details On How To Subscribe To The Newsletter

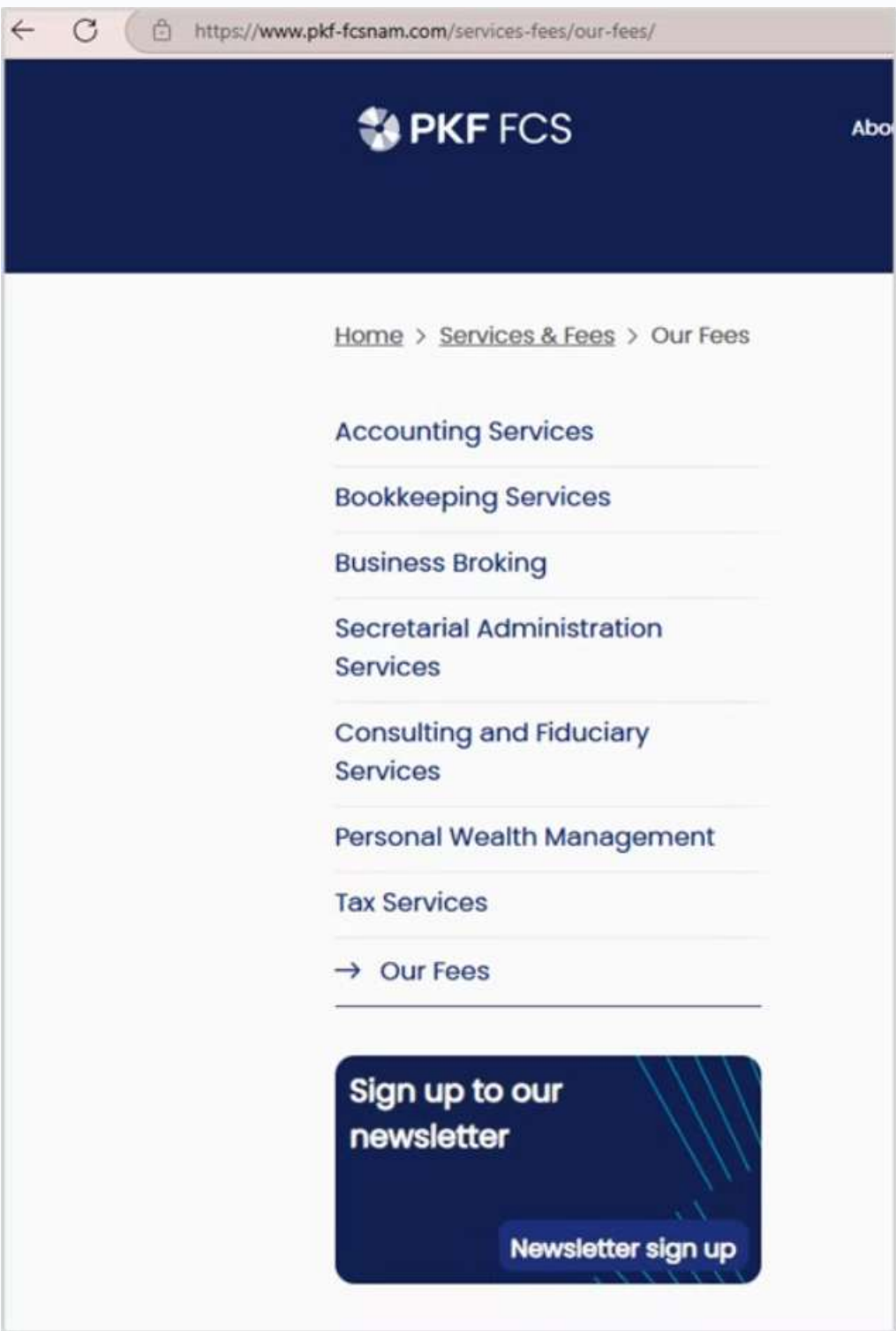
Want to Stay in the Loop? Subscribe to Our Newsletter!

It's quick and easy:

- Visit the PKF FCS Website
- Head over to our official site.



- Go to the “Services & Fees” Tab
- Navigate to this section in the main menu.
- Click on “Sign Up to Our Newsletter”
- Look for the button — you can’t miss it!



- Complete the Online Form
- Just enter your name and email address, and you’re in!

[Home](#) > [Sign up to our newsletter](#)

Sign up to our newsletter

Fill in your name and email address to join our mailing list.

Full name *

Email Address *

We will only use your personal information to handle your enquiry, see our policy, click to confirm *

☐

Send Message

Stay Connected With PKF FCS

Thank you for reading our newsletter. We value your connection and look forward to serving you better.



Call Us

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Windhoek: +264 61 387 800

Mariental: +264 63 243 662



Email Us

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Visit Us

Swakopmund: [3 Heuschneider Street, Swakopmund](#)

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Windhoek: [3 Kerby Street, Windhoek](#)

Mariental: [Erf 326 Lang Street, Mariental](#)

Business Hours:

Monday-Thursday: 07:30 - 17:00 (Closed between 13h00-14h00)

Friday: 07h30 - 13h00

PKF FCS - Your trusted partner in financial consulting, taxation, and corporate services across Namibia.