



Corporate Compliance Consulting and Outsourcing Firm

BUSINESS PROFILE

OCTOBER 2025



EXCELLENCE SHOWCASE

Elevating MNA Associates Ltd as a Corporate Compliance Consulting and government-approved manpower outsourcing firm, to support sustainable growth of business partners. The profile showcases the firm's unwavering commitment to delivering excellence. Specializing in strategic compliance solutions and ethical manpower service provider, MNA Associates empowers businesses to achieve sustaining growth while navigating regulatory landscapes with confidence.

GET IN TOUCH

-  <http://mnaassociates.org/>
-  info@mnaassociates.org
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About Our Company

A Brief Story About The Company

MNA is a strategic corporate compliance consulting and outsourcing firm based in Dhaka. Its major focus is to provide specialist assistance to Corporate and Government clients.

The company was founded with a clear mission: to continually add value by empowering clients to succeed in their endeavors. MNA Associates is driven by a vision to establish itself as an institution that not only delivers exceptional service but also fosters an environment for leadership, continuous growth, learning, and fruitful collaborations. Through a commitment to excellence and a client-centric approach, MNA Associates strives to be a catalyst for the success of its clients, contributing positively to their long-term sustainability and prosperity.

Guiding progress and success through strategic consultancy and expertise.



Vision



Our vision is to be a trusted partner of our clients;

Mission



1. To support our clients to recognize legal and regulatory requirements;



2. To support our clients to be compliant of legal and regulatory requirements;



3. To support our clients to be compliant and sustainable;

Code of Conduct For MNA Associates

PREAMBLE

MNA Associates is committed to the highest standards of ethical conduct. This Code of Conduct applies to all partners and employees of MNA Associates. It is designed to promote ethical behavior and to prevent and detect wrongdoing.

The following principles are the foundation of this Code of Conduct:

- Integrity: We will be honest and truthful in our dealings with others.
- Respect: We will treat others with respect, fairness, and dignity.
- Compliance: We will comply with all applicable laws and regulations.
- Confidentiality: We will protect confidential information.
- Accountability: We will be accountable for our actions.

01.Integrity

- Perform your work with honesty, diligence, and responsibility. This means being truthful in your communications, using your time and resources efficiently, and taking responsibility for your actions.
- Observe the law and make disclosures expected by the law and the profession. This means following all applicable laws and regulations, and reporting any illegal or unethical activity you become aware of.
- Do not knowingly be a party to any illegal activity, or engage in acts that are discreditable to the profession of internal auditing or to the organization. This means avoiding any activities that could put you or the organization at risk of legal or reputational harm.
- Respect and contribute to the legitimate and ethical objectives of the organization. This means supporting the organization's mission and values, and avoiding any activities that could harm the organization's reputation or financial interests.

02.Objectivity

- Do not participate in any activity or relationship that may impair or be presumed to impair your unbiased assessment. This means avoiding any activities or relationships that could create a conflict of interest
- Do not accept anything that may impair or be presumed to impair your professional judgment. This includes gifts, gratuities, and other favors from individuals or organizations that you audit.
- Do not knowingly be a party to any illegal activity, or engage in acts that are discreditable to the profession of internal auditing or to the organization. This means avoiding any activities that could put you or the organization at risk of legal or reputational harm.
- Disclose all material facts known to you that, if not disclosed, may distort the reporting of activities under review. This means being upfront about any information that could affect your audit findings

03. Confidentiality

- Be prudent in the use and protection of information acquired in the course of your duties. This means safeguarding confidential information and only sharing it with authorized individuals.
- Do not use the information for any personal gain or in any manner that would be contrary to the law or detrimental to the legitimate and ethical objectives of the organization. This means not using confidential information for your own personal benefit or in a way that could harm the organization

04. Competency

- Engage only in those services for which you have the necessary knowledge, skills, and experience. This means taking on only work that you are qualified to do and seeking training and development opportunities to enhance your skills.
- Perform internal audit services in accordance with the International Standards for the Professional Practice of Internal Auditing. This means following the professional standards that have been established for internal auditors.
- Continually improve your proficiency and the effectiveness and quality of your services. This means staying up-to-date on the latest internal auditing developments and seeking ways to improve your auditing skills



Reporting of Violations

If you believe that you or someone else has violated this Code of Conduct, you should report it to your supervisor or to the Human Resources Department. All reports of violations will be investigated promptly and confidentially.



Enforcement

MNA Associates takes violations of this Code of Conduct seriously. Violators of this Code of Conduct may be subject to disciplinary action, up to and including termination of employment.



Waivers

Any waivers of this Code of Conduct must be approved by the Chief Executive Officer of MNA Associates.

SWOT

Analysis Table



S

Strengths

- Globally Recognized Expertise
- Reputation throughout Private & Public Sector
- Client Focused
- Global Standards
- Government Approval
- Performing with Integrity

W

Weaknesses

- Long Term Investment
- Compliance Awareness Building
- High Level of Skilled Employee Turnover
- Price Competition

O

Opportunities

- Market Expansion
- Diversification of Services
- Technological Integration
- Regularity Evolution in Home & Abroad
- Evolution of ESG compliance

T

Threats

- Competition
- Economic Instability
- Regulatory Changes
- Impact of Climate Change

What We Offer?

01 Corporate Governance
Compliance Audit

02 Independent Scrutinizer
service

03 Outsourcing of
skilled/unskilled manpower

04 1st class contractor and
supplier

05 Internal Assessment of
Independent Oversight

06 External Assessment of
Quality Assurance Review of
Internal Audit activity

07 Due Diligence M&A, Business
Partners Screening

08 Physical Verification of Fixed
Assets

09 Value Added Tax (VAT) &
Income Tax Consulting

10 Secretarial Service;
Secretarial Audit

11 Internal Control and Risk
Management

12 Ethics & Compliance
Management

13 Payroll management & Book
keeping, Internal Auditing

Explore our comprehensive suite of solutions designed to optimize your business operations and ensure compliance. From meticulous audits to strategic consulting and seamless outsourcing, we're here to empower your success.

Services Overview



Ensuring Confidence and Excellence in Compliance of Corporate Governance Code

In today's dynamic business landscape, robust corporate governance practices are no longer a luxury, but a necessity. Effective compliance functions act as a vigilant guardian, safeguarding assets, mitigating risks, and ensuring compliance with regulations. However, many organizations struggle to maximize the potential of their internal audit departments, often lacking the specialized expertise and tailored solutions needed for true impact.

MNA Associates, is a provider of independent compliance audit service in compliance with the Insurers' Corporate Governance Guidelines 2023 issued by Insurance Development & Regulatory Authority (IDRA).

MNA Associates, is a provider of Independent Scrutinizer services in compliance with the Bangladesh Securities and Exchange Commission's notification BSEC/CMRRCD/2009- 193/08 dated March 10, 2021. With the team leader M Nurul Alam FCS who has over 40 years of experience in listed MNCs. Who worked in fully technology based mobile company for 12 years in the management board and then more than one year in fast growing Fintech Company of the country.

Computer literacy: MNA practice paperless environment and all employees work with the help of computer technology.

MNA engage in building awareness and promote ESG compliance among the stakeholders to minimize risk and continuation of sustainable business.

At MNA Associates, our Independent Scrutinizer services provide asset protection, risk mitigation, and regulatory compliance. Led by seasoned experts, we deliver tailored solutions for your organization's success, ensuring peace of mind and sustainable growth.

Services Overview



Ensuring Confidence and Excellence in Providing Manpower Outsourcing Services

In Bangladesh, one of the world's most populous countries, we harness the strength of our human resources to drive business growth. By providing skilled and unskilled manpower across the nation, MNA Associates fuels the success of industries nationwide. We go beyond mere service provision; we are your trusted partner in fueling growth and operational efficiency.

Our dedicated team leverages industry expertise to deliver tailored solutions for sourcing skilled and unskilled manpower. From comprehensive workforce management strategies to seamless recruitment processes, we ensure your organization has the right talent to thrive in today's competitive landscape.

At MNA Associates, we understand the pivotal role of human capital in driving success. That's why we prioritize integrity, reliability, and client satisfaction in every aspect of our service delivery. Partner with us and experience the difference of working with a true ally in your quest for excellence.

MNA Associates managing four departments including IT department of a JV large Power generating company of the country. The outsourced manpower included six professional Computer and Electrical Engineers.

MNA Associates: Your Expert Manpower Solution Provider. Specializing in tailored workforce services, we ensure your business thrives with skilled and unskilled manpower solutions. Committed to integrity and client satisfaction, we deliver precision in meeting your diverse workforce needs, empowering your success.

Services Overview

Internal Audit Management:

Internal auditing is an objective assurance and consulting activity designed to add value and improve an organization's operations. It can help an organization accomplish its strategic objectives by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control, and governance processes. MNA Internal Audit Management services help boards and senior executives better manage enterprise risks. MNA professionals help organizations enhance the effectiveness, quality, and value received from internal audit. MNA's broad understanding of risks and areas of operational improvement — particularly the nuances of specific industry sectors and markets can help internal audit functions improve their performance and operating efficiency and bring value to their organizations.

For large and small businesses alike, we design and deliver appropriate internal audit functions – from conducting a thorough assessment of risk across the organization, to design strategic internal audit programs, to report findings to management, the board, and other stakeholders. We not only identify issues, but we work with management to implement tailored solutions and put the appropriate controls in place.

Regardless of a client's industry – or whether an internal audit department already exists – MNA creates a framework individually suited to meet each company's needs, working in partnership with you to create the right internal audit solution. We take a uniquely hands-on approach, drawing on specialists where appropriate, and our partners are deeply involved in the work we do.



Elevating Internal Audit Through Comprehensive Services

MNA Associates offers a comprehensive suite of services designed to empower organizations of all sizes and industries. Their core offerings include:

In-depth Internal Audits: MNA Associates' seasoned CIAs conduct rigorous and meticulous assessments of your organization's internal controls, identifying vulnerabilities and potential risks across various departments and processes. Their detailed reports provide actionable recommendations to not only mitigate identified risks but also optimize performance and efficiency.

Rigorous Quality Assurance Reviews: Recognizing the importance of a well-functioning internal audit department, MNA Associates offers independent quality assurance reviews. These objective evaluations assess the effectiveness of your internal audit function against professional standards and organizational objectives, providing valuable insights and constructive feedback for continuous improvement.

Specialized Consulting Engagements: For organizations facing specific challenges, MNA Associates offers targeted expertise through specialized consulting engagements. Whether it's navigating complex fraud investigations, conducting comprehensive IT audits, or addressing industry-specific concerns, their team of highly experienced CIAs delivers tailored solutions for maximum impact.

The MNA Associates Difference:

What truly sets MNA Associates apart is their unwavering commitment to excellence and their dedication to exceeding client expectations. Here are some key differentiators:

Unparalleled Expertise: MNA Associates boasts a team of the most distinguished and experienced CIAs in Bangladesh. Their combined knowledge, proven track records, and in-depth understanding of the local business landscape offer clients unmatched expertise and valuable insights.

Unwavering Commitment to Quality: The firm adheres to the highest professional standards and methodologies, ensuring the accuracy, objectivity, and effectiveness of every service they deliver. Their commitment to quality extends beyond methodologies, reflected in their meticulous attention to detail and client communication throughout the engagement.



Elevating Internal Audit Through Comprehensive Services

Client-Centric Approach: MNA Associates recognizes that every organization is unique with specific needs and challenges. They prioritize close collaboration with their clients, taking the time to understand their individual objectives and tailoring their solutions accordingly. This ensures that their services not only address immediate concerns but also align with long-term strategic goals.

The MNA Associates Difference:

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Measurable Impact: MNA Associates goes beyond identifying issues; they provide actionable recommendations and track progress to ensure their services translate into tangible improvements. This client-centric approach ensures that organizations derive maximum value from their investment in internal audit.

Investing in a robust internal audit function with MNA Associates is an investment in your organization's future. Their team of seasoned professionals empowers you to navigate today's complex business landscape with confidence, mitigate risks, ensure compliance, and achieve your strategic objectives. Contact MNA Associates today for a free consultation and discover how they can elevate your internal audit function to new heights of effectiveness and impact.

Optimize your organization's performance with MNA's Internal Audit Management. Our tailored solutions enhance effectiveness and operational efficiency, ensuring strategic objectives are met.

Services Overview

Internal Audit Outsourcing:

Internal auditing is an objective assurance and consulting activity designed to add value and improve an organization's operations. It can help an organization accomplish its strategic objectives by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control, and governance processes. MNA Internal Audit Management services help boards and senior executives better manage enterprise risks. MNA professionals help organizations enhance the effectiveness, quality, and value received from internal audit. MNA's broad understanding of risks and areas of operational improvement — particularly the nuances of specific industry sectors and markets can help internal audit functions improve their performance and operating efficiency and bring value to their organizations.

For large and small businesses alike, we design and deliver appropriate internal audit functions – from conducting a thorough assessment of risk across the organization, to design strategic internal audit programs, to report findings to management, the board, and other stakeholders. We not only identify issues, but we work with management to implement tailored solutions and put the appropriate controls in place.

Regardless of a client's industry – or whether an internal audit department already exists – MNA creates a framework individually suited to meet each company's needs, working in partnership with you to create the right internal audit solution. We take a uniquely hands-on approach, drawing on specialists where appropriate, and our partners are deeply involved in the work we do.

Internal Audit Outsourcing:

MNA outsourcing engagements are recurring in nature and comprise the performance of all internal audit activities including the annual planning, execution of the annual plan, and reporting to management and the audit committee. Under an outsourcing arrangement, the client may or may not have a chief audit executive in place within their organization.



Internal Audit Outsourcing:

Internal Audit Outsourcing:

MNA outsourcing engagements are recurring in nature and comprise the performance of all internal audit activities including the annual planning, execution of the annual plan, and reporting to management and the audit committee. Under an outsourcing arrangement, the client may or may not have a chief audit executive in place within their organization.

Internal Audit Co-Sourcing:

Co-sourcing engagements are recurring in nature and comprise the performance of some percentage of the total annual internal audit hours for an organization.

Internal Audit Partnering:

Subject Matter Expertise sourcing represents specific individual engagements where the client requires MNA's specialist skills and expertise to deliver internal audit services. Typically, MNA professionals either conduct the entire project on behalf of the client or combine specialist resources with the client team to deliver the internal audit engagement.

Quality Assurance Review:

The Institute of Internal Auditors (IIA) International Standards for the Professional Practice of Internal Auditing requires companies to conduct an independent quality assessment of their internal audit function at least once every five years. To conduct independent quality assessment MNA is ready to provide qualified professionals.

Internal Audit Transformation:

Internal audit transformation engagements represent assignments to assist an internal audit function evolve and transform to become more effective and deliver increased value. Areas of focus may include, but are not limited to, methodology, team matters, use of technology, and internal audit reporting. The buyer of these services may be the chief audit executive, management, or the audit committee of the board of directors.

Maximize your organization's performance with MNA's Internal Audit Outsourcing Service. Our customized solutions boost efficiency and effectiveness, ensuring strategic goals are achieved.

Services Overview



Payroll Management of outsourced employees:

We understand the challenges and opportunities presented in the current economic climate. Not only do we understand the elements that drive the change, but also by adapting our business offerings, we are able to implement practical and proven solutions for our clients. We take pride in our ability to deliver a wide spectrum of integrated, “one/shop” professional services. We offer a range of mainstream and specialist professional services from payroll management of outsourced employees, compliance procedures to ad/hoc projects and assignments.

Payroll management outsourcing in a business means engaging an external/third party to handle all payroll related activities. The engaged business partner efficiently manage/process the payroll based on the data received from the principal (the client company) every month and process payment to the employees’ designated bank/MFS accounts. The company management can spend more time to concentrate on business development. The company management effectively transfer potential risk of non-compliance through outsourcing payroll management to efficient and compliant third-party. The company may also assign certain employees’ skill development tasks to the third-party.

Regardless of a client’s industry – or whether an HR department already exists –MNA Associates has skilled set-up to meet each company’s needs, working in partnership with you to improve the right solution to minimize the risk and increase efficiency. We take a uniquely hands-on approach, drawing on specialists where appropriate, and our partners/employee are deeply involved in the work we do.

MNA Associates: Your Trusted Partner for Outsourced Payroll Management. Our expert solutions ensure compliance and efficiency, allowing you to focus on business growth with confidence.

Services Overview

Internal Control and Risk Management:

All companies have a need for a good system of processes and internal controls, especially for financial reporting and information technology controls. Evaluating the system of internal controls requires time, knowledge, and experience. Our Internal Audit & Management Consulting Team has the needed expertise and experience in process and internal controls auditing to help meet your organization's needs to provide Internal Audit, Internal Control and Risk Management services; perform effectiveness testing through periodical review, monitoring and transactional testing and build or up skill the capacity.

Ethics & Compliance:

To assist building an effective ethics & compliance framework in the organization, Monitoring and testing of Ethics and Compliance functions and suggest remedial actions to protect the organizational reputation and investors' interest.

Company secretariat service:

Issue Corporate Governance Compliance certificate prior review of the Governance practice in organization. Assist Company secretarial department in compliance of Corp Governance Code. Provide -independent scrutinizer services for listed companies.

Strengthen your organization's resilience with MNA's Internal Control and Risk Management expertise. Our tailored solutions ensure robust internal controls, mitigate risks, and safeguard your organization's assets and reputation.

Services Overview

Due diligence:

Financial due diligence: Evaluates the target company's financial performance, including analysis of financial statements, accounting policies, revenue projections, and debt structure.

Operational due diligence: Assesses the target company's operations, including supply chain management, production processes, and organizational structure, to identify inefficiencies and areas for improvement.

Commercial due diligence: Examines the target company's market positioning, competitive landscape, and growth potential to determine its future prospects.

Environmental, social, and governance (ESG) due diligence: Analyzes the target company's adherence to ESG standards, including environmental impact, social responsibility, and corporate governance practices.

Cybersecurity due diligence: Identifies vulnerabilities and risks in the target company's IT infrastructure and data security practices.

Elevate your decision-making process with MNA's comprehensive due diligence services. From financial and operational analysis to ESG and cybersecurity assessments, we provide valuable insights to mitigate risks and drive informed business decisions.

Services Overview



Physical Verification of Fixed Assets:

Most of the large companies get the physical verification of its assets done by third parties;

Providing assurance on the physical existence of assets, assessing valuation and rectification for any accounting discrepancy.

Vendors Screening:

Vendor/Supplier/Business Partners Screening Report and Investigative services in connection to engaging a business partner/vendor or sale or buy an entity or part of entity. Assist entrepreneur/investors decide to buy/sale an entity or unit or operations.

Value Added Tax (VAT) & Income Tax

Consulting: Provide service as authorized VAT

consultant.

Ensure accuracy and integrity in your asset management with MNA's Physical Verification services. Our expert team provides thorough assessments, valuation, and rectification, offering assurance and peace of mind.

Some Of Our Clients



Discover the breadth of our clients at MNA Associates. From multinational corporations to thriving startups, our diverse portfolio showcases our commitment to excellence in serving a wide range of industries. With each client, we prioritize personalized solutions and enduring partnerships, driving mutual success and growth.

Notable Experience

Strengthening GP's Audit Function



MNA, a prominent risk management firm renowned for its expertise, has entered into a strategic partnership with Grameenphone (GP), the foremost leader in Bangladesh's mobile telecommunications sector. This collaboration aims to bolster GP's internal audit function, ensuring robust risk management practices and reinforcing the company's position as an industry leader.

Under the umbrella of MNA's 'QAIP' service (Quality Assurance and Improvement Program), a comprehensive assessment is conducted. This process is meticulously designed to align audit plans with GP's strategic objectives, covering various divisions, projects, and critical areas within the organization. Through thorough analysis and evaluation, potential risks and areas for improvement are identified, laying the groundwork for enhanced operational efficiency and effectiveness.

MNA Associates was appointed for conducting independent scrutinizer service on the e-voting system of the 28th AGM of Grameenphone Limited held on 23 April 2025 on digital platform.

MNA, a respected risk management firm, launches a strategic initiative to enhance internal audit functions. Through our 'QAIP' service, we align audit plans with organizational objectives, ensuring operational efficiency and effectiveness.

Notable Experience

Powering BIFPCL and Beyond



In the dynamic landscape of Bangladesh's energy sector, MNA Associates is a trusted partner in fueling the growth of the country's largest power plant project, the Bangladesh India Friendship Power Company Ltd. (BIFPCL). Specializing in outsourced manpower solutions across various departments, including IT & CCTV, Electrical Maintenance, Coal Sampling, and more, we play a crucial role in ensuring the smooth operations of the 2x660 MW MSTPP, Rampal Power Plant (BIFPCL).

Our dedicated team has been highly appreciated by BIFPCL for our seamless service delivery and commitment to excellence. We are proud to contribute to the success of this landmark project and look forward to strengthening our partnership further. At MNA Associates, we prioritize building lasting business relationships based on trust, reliability, and mutual success. Together, we are shaping the future of Bangladesh's energy landscape and driving sustainable growth for the nation.

At MNA Associates, we're proud to supply skilled manpower to BIFPCL, ensuring seamless operations across various departments. Our commitment to excellence has earned accolades, cementing our role as a trusted partner. Looking forward to fostering further success together

Powering BIFPCL And Beyond



Here's how MNA Associates is powering BIFPCL's success:

- **Tailored Workforce Solutions:** We understand the unique needs of BIFPCL's complex project and meticulously source, screen, and onboard skilled personnel across various disciplines. From engineers and technicians to administrative staff, we deliver the right talent at the right time.
- **Streamlined Payroll Management:** Our efficient payroll system ensures timely and accurate compensation for BIFPCL's employees, maintaining morale and fostering a productive work environment.
- **Compliance Expertise:** We navigate the ever-evolving HR landscape, ensuring BIFPCL adheres to all relevant labor laws and regulations, minimizing risks and maximizing compliance.
- **Training and Development:** We invest in BIFPCL's workforce through customized training programs, enhancing skills, knowledge, and safety practices, leading to a more competent and productive team.
- **Dedicated Account Management:** Our team of dedicated HR professionals works closely with BIFPCL's leadership, providing ongoing support and proactive solutions to address emerging challenges.
- **Beyond BIFPCL,** MNA Associates is a trusted partner to leading organizations across Bangladesh. We leverage our expertise in the energy sector to provide specialized HR solutions to power companies, construction firms, and other vital industries.

List of employees of MNA assigned to BIFPCL:

Sl. No.	BIFPCL: Departments	Engineers/ other skilled	Semi-skilled	Total Manpower
1	IT & CCTV	05	07	12
2	Electrical Maintenance	03	09	12
3	Chemistry	10	16	26
4	Civil & Construction	02	8	65
5	Admin (C & M)	-	88	88

Our Resource Panel

M NURUL ALAM

FCS, CCEP-I, CGIA

Founder & CEO

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Overall 40 years experiences in MNCs including:

Lead Consultant & CEO at MNA Associates providing corporate compliance consulting and outsourcing services to listed companies, Grameenphone, icddr'b, Robi Axiata, Bangladesh India Friendship Power Company Ltd, LGED, EGCB and more. Serving as Independent Director & Chairman Audit Committee in few listed companies. Worked as Director & CEO at Prime Islami Securities Ltd from Dec 2019 till March 2022.

Worked as Deputy Managing Director at Prime Islami Life Insurance Ltd from Oct 2019 to Aug 2021.

Worked as Chief Ethics and Compliance Officer at VEON Ltd's subsidiary Banglalink as a member in the Management Board from 1 July 2013 to 31 July 2019.

Worked as Company Secretary/Head IA/Risk Management at Orascom Telecom Bangladesh from 11 Nov 2007 to 30 June 2013.

Worked as Internal Auditor/Head of Company Secretariat at GlaxoSmithKline Bangladesh from 6 April 1981 to 8 Nov 2007.

Voluntary engagements

Acting President at **Institute of Chartered Secretaries of Bangladesh (ICSB)**.

President at **The Institute of Internal Auditors Bangladesh (IIAB)**

- IIA Global Assembly Member 2025-2026;

Guest Speaker in Financial Management Academy of Bangladesh (FIMA)/Office of the Comptroller & Auditor General of Bangladesh;

Guest Speaker in the IIA International Conferences;

Speaker at ICSB & IIAB offered professional Training, CPD/CPE Seminars.

Our Resource Panel

MOHAMME TABAROK HOSSAIN

FCCA, CIA, CRMA

Senior Consultant

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Mr. Hossain stands as an eminent professional celebrated for his unparalleled mastery in the realm of internal audit. His illustrious internal audit career, spanning over a decade, has been marked by a distinguished lineage of certifications, including FCCA, CIA, and CRMA, underscoring his commitment to excellence. As a seasoned 12Y+ Career Internal Auditor, he has skillfully orchestrated Audit Committee meetings, earning commendations from discerning Boards. Mr. Hossain's sphere of influence spans a diverse spectrum, encompassing the public sector, listed corporations, and ventures backed by prestigious entities such as DEG, FMO, and IFC. His expansive portfolio encompasses a multitude of industries, including Telecommunications, Ready-Made Garments, Ceramics, Information Technology, Pharmaceuticals, and Oil & Gas. Notably, he has engineered a paradigm shift within audit functions, transcending from problem-centric approaches to fostering solution-oriented methodologies while meticulously implementing the rigorous standards of the International Professional Practices Framework (IPPF). With an impressive track record that includes Quality Assurance Improvement Programs (QAIP), adept risk management, hands-on software proficiency, and contributions that extend beyond the traditional boundaries of audit, Mr. Hossain epitomizes the pinnacle of excellence within the echelons of internal audit professionals.

Mr. Hossain, is a highly experienced professional celebrated for his unparalleled mastery in External Quality Assurance Review (EQAR) of the Internal Audit function of organizations, brings a wealth of expertise to the table. His experience in EQAR makes him uniquely qualified to:

- Evaluate the effectiveness of an organization's internal audit function against established standards and best practices.
- Identify areas for improvement and provide actionable recommendations for enhancing the internal audit function's efficiency, objectivity, and value-add.
- Contribute to the continuous improvement of the internal audit profession by sharing his knowledge and expertise.

Our Resource Panel

MD SHAHRIAR RANA

FCCA, CIA, CRMA

Senior Consultant

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Md Shahriar Rana holds professional degrees FCCA, CIA and CRMA recognized globally. He has more than 12 years of experience in planning and executing risk-based audit (in financial institution—Bank/Non-bank, retail, NGO, manufacturing etc. ;

Skilled in control, risk and process assessment and data analysis;

Skilled in IIA and ISA standards and have sound knowledge in IFRS

and COSO; Good at using Microsoft products and data analytical tools

Sound knowledge in ERP system and different OS platform

Proficient in preparing and presenting reports, can maintain good rapport with stakeholders

Good team builder and team player and can manage conflict; possess problem solving/analytical, negotiation and well-developed communication and interpersonal skills;

Understand business partnering role of audit and possess problem solving, analytical, communication and interpersonal skills;

Ability to prioritize, plan, manage and complete multiple engagements and projects within budget and deadline;

Our Resource Panel

SHAHID MAHMUD RAHAT DEPUTY GENERAL MANAGER

Admin & Operations

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RAHAT is a Dedicated and organized administrative professional with proven experience in operations management, manpower coordination, and office administration. Skilled in tender documentation, client communication, and project execution. Known for reliability, punctuality, and a systematic approach to work. Adept at managing multitasking environments and maintaining efficient administrative systems.

Skills included & strength:

- Office Administration & Documentation
- Communication & Coordination Skills
- Scheduling & Time Management
- Record Keeping & Data Management
- Meeting & Event Organization
- Correspondence Handling & Reporting
- Tender Submission & Contract Negotiation
- MS Office & Digital Tools Proficiency

Our Resource Panel

ENGINEER M RAKIBUL ALAM

B. Sc. (EEE)

Technical Director



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Leveraging his deep understanding of technology acquired during his 7-year career at industry leaders (Siemens, BELL, CNTC), Rakibul plays a pivotal role at MNA Associates. With a firm grasp on technology intricacies, he spearheads the execution of intricate technical projects, significantly bolstering the firm's strategic objectives through innovative problem-solving and precise execution. .

As an Electrical Engineer, Rakibul's expertise extends beyond conventional boundaries. Proficient in data analytics, validation, and monitoring, he harnesses his robust understanding of computer programming and graphics to enhance operational efficiencies and drive informed decision-making processes. With his multidisciplinary skill set, Rakibul remains a cornerstone in the successful execution of technical endeavors, epitomizing MNA Associates' commitment to excellence.

Our Resource Panel

RASHEED AL MORSHED

CIA

Associate Director

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Rasheed Al Morshed (Shyamol) is a qualified Internal Audit professional with Global Certification CIA. He has several years of work experience as Internal Auditor in senior position at the multi-national companies.

He brings several years of experiences as internal auditors.

Our Resource Panel

Md Sha Newaj Chowdhury

CIA

Consultant

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Md. Sha Newaj Chowdhury is a Certified Internal Auditor and a member at the Institute of Internal Auditors Bangladesh. Leverage 15 years of experience to secure a senior leadership role in Internal Audit. Drive strategic audit initiatives, provide insightful analysis and innovative audit deliverables towards enhancing organizational efficiency.

Skills included & strength:

- Internal Audit planning to delivery of final reporting and follow-up;
- Expert practitioner in Income Tax and value added tax(VAT)
- Drafting various types of letters and legal documents Industrial relations and labor law
- Corporate and media communication
- Report writing and documentary
- producing Presentation and program anchoring

Our Resource Panel

MD. IBRAHIM HOSSAIN

ACS

Consultant

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Ibrahim is a Associate Chartered Secretary and member of Institute of Chartered Secretaries of Bangladesh. He has obtained his MBA major in Management from Rajshahi University in 2008.

Skills included & strength:

- Corporate governance, compliance audit and scrutinizing Matters with BSEC, DSE, CSE, RJSC and BIDA
- Company formation, modification, conversion, share transfer Issuance, transfer and transmission of shares
- Income tax and value added tax(VAT)
- Drafting various types of letters and legal documents
- Industrial relations and labor law
- Corporate and media communication
- Report writing and documentary producing Presentation and program anchoring

Our Resource Panel

SANATAN KUMAR RUDRA

ACS, CA(Professional level), CMA (operation level), ACBA(IBA, DU), ITP.

Consultant

+8801916-049603

sanatanrudra81@gmail.com



PORTFOLIO

SANATAN KUMAR RUDRA is a Associate Chartered Secretary and member of Institute of Chartered Secretaries of Bangladesh from December 2021. Currently he is working at Shomoy TV.

Skills included & strength:

- Giving decision about the accounting system, Finance procedures, and Budgeting system.
- Potential decision taking in the crisis moment of organization.
- Leadership in achieving the goal.
- Time management & take a part of investment decision.
- To assist the risk control in the organization.
- Accounting system design, advising and assisting in preparation and maintenance of books of accounts i.e. Ledger, Cashbook, and Vouchers etc.
- Cross Checking , vouching and fraud detection and correction of daily financial activities.
- To check and verify procurement related documents.
- Preparation of periodical Bank Reconciliation Statement, Account Reconciliation with major vendors, Inventory reconciliation with standard input/output etc, consider the issues identified through the reconciliation and taking actions accordingly.
- Monthly/ Quarterly/Yearly reporting to the Management.
- Compliance of ITO 1984, VAT Act 1991, Companies Act 1994 and other relevant laws, regulations, pronouncements and guidelines issued by regulatory bodies.
- Preparation of Insurance related documents.
- To carry out VAT & Income tax matter.
- Provident fund and Gratuity Fund management.

Our Resource Panel

Md. Billal Hossain

Consultant

 +8801828493238

 Belal.Biju@gmail.Com



PORTFOLIO

Md. Billal Hossain has been engaged with MNA Associates in the Consultant position. He works on assignment of taxation and VAT. He is a Master of Accounting and completed his CA course at S.R. Islam & Co. Chartered Accountant. His enrollment #15075/08.

He has 8 years of working experiences in a listed company Fareast Islami Life Insurance Company with responsibilities of Taxation and VAT management.

Our Resource Panel

NADIA NUSRAT ALAM

HR Manager

 +8801930020800

 nadianusrat86@gmail.com



Portfolio

As Our HR Manager, **Nadia** Plays A Pivotal Role In Shaping Our Organizational Culture And Fostering A Dynamic Work Environment Conducive To Growth And Success. Nadia Has Three Years Experience As Consultant Of Risk Management Assurance Service At TRP A Global Risk Management Consulting Firm. She Worked Online (Remote) Engagement.

Nadia Brings Her Expertise To Ensure The Well-being And Satisfaction Of Our Team Members.

Nadia Has Obtained Her Bba Major In Human Resources Management Degree From The Segi University, Malaysia With Dean's List Position In Most Of The Semesters.

Our Resource Panel

M Iftekharul Alam

Senior Executive

 +8801830609989

 Alamiftekhara450@gmail.com



PORTFOLIO

Iftekhar Alam has three years of experiences. He is working for more than two years as Senior Executive, Admin at MNA Associates.

Iftekhar studied BBS (Accounting) at Khilgaon Model College and University, Dhaka.

MD MOBINUL ISLAM TUHIN

Executive

 +8801617677555

 mobinultuhin786@gmail.com



PORTFOLIO

Md Mobinul Islam has been working as an Executive at MNA Associates for around one year. He is working for our Clients Relationship. He looks for the development of relationship with the existing clients of MNA Associates with full satisfaction of the firm.

He is pursuing his BBA (Accounting).

Our Resource Panel

ABU JAHIN EMU

Executive

 +8801630490732

 Abujahin.aj7@gmail.com



PORTFOLIO

Jahin has joined MNA Associates on 06.08.2025. He participates in consultancy services under Chief Consultant of MNA Associates to assist for performing quality consultancy work and gaining practical knowledge.

Jahin is a Professional Student in Certificate Level-II of ICSB.

SIAM SADEK

Executive

 +8801403618107

 siamsadek122@gmail.com



PORTFOLIO

Siam has joined MNA Associates on 06.08.2025. He participates in consultancy services under Chief Consultant of MNA Associates to assist for performing quality consultancy work and gaining practical knowledge.

Siam is a Professional Student in Certificate Level-I of ICSB.

THANK YOU

Because, We're Here To Help

Thank you for entrusting us with your business needs. At MNA Associates, we value the opportunity to serve you and look forward to continued collaboration, success together. Your satisfaction is our ultimate reward.

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