



# GTG Consultancy PLC

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## COMPANY PROFILE

### GTG Consultancy PLC

GTG Consultancy PLC | Tel.: +251917805549/+251911163404 | E-mail: [gtgconsultancyplc@gmail.com](mailto:gtgconsultancyplc@gmail.com) |

Website: <https://gtgconsultancyplc.com>

## Contents

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Corporate Overview .....	5
About the Company .....	5
Company Vision .....	5
Company Mission .....	6
Strategic Objectives.....	6
Organizational Values .....	6
Governance & Team Composition.....	7
Organization and Staffing .....	7
Organizational Structure of GTG Consultancy PLC.....	8
Lists of Boards of Directors .....	8
Registration, Trade and competency Licenses and Tax clearance Certificate and the Electronic Government Procurement (EGP) of Ethiopia of the consultant .....	9
Core Competencies & Experience.....	20
Relevant experience in asset management, valuation, and verification with GIS/GPS mapping and digital inventory systems .....	20
ii) GIS Based Urban Land fill Impact assessment and Resettlement Action Plan Preparation in Itang Special Woreda, Gambella.....	26
iii) Asset Inventory and Management Plan for Shambu City, Horro Guduru Wollega Zone	29
iv) Asset Inventory and Management Plan for Modjo City.....	33
v) Environmental and Social management system(MoWE-ESMS).....	40
vi) Environmental and Social Management System Implementation Auditing for Burayu, Sabata, Bishoftu, Laga Tafo Laga Dadhi and Sululta towns.....	42
vii) Consultancy Service for Asset Management and Inventory-Shaggar City ,Ethiopia	44

# COMPANY PROFILE

GTG CONSULTANCY PLC

Excellence in Asset Management, Geospatial Solutions & Consulting

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## Corporate Overview

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### About the Company

GTG Consultancy PLC is a Consultancy firm established on 18/12/2012 E.C at Addis Ababa city, Ethiopia. The firm has ample experience of providing consultancy on asset infrastructure inventory, valuation and management planning. It is a legally registered firm in Ethiopia which is licensed to conduct consultancy service on asset inventory and management plan. The firm has been registered for Value Added Tax (VAT) with Tax Identification Number (TIN), and got its commercial registration certificate which is issued under commercial registration and business license of the Federal Democratic Republic of Ethiopia.

It was established by high rank professional with diversified academic background. The professionals in the firm have long and strong work experiences in various consultancy services in the country and abroad. Besides, they have experiences in the public, NGO and private institutions as employees, consultants at various levels and as researcher, assistant researcher and data analysts. The foundations of these professionals are teamwork, multidisciplinary and strong academic background. In addition, these professionals produce strong evidence-based result in their professional consultancy services.

### Company Vision

GTG aspires to be one of the top 20 companies in consultancy service in Africa by 2030 GC.

## Company Mission

- To facilitate, foster and influence a process of ongoing change in favor of the client that need consulting services through high quality consulting service in globally.

## Strategic Objectives

- Enhance the capacity of expert through trainings and practical activities,
- Create temporary and permanent jobs for junior graduate
- Influence the policy and government action through provision of evidence-based consulting service and guidance,
- Create strong partnership with national and international organizations for joint venture.

## Organizational Values

- Respect norms and values of communities
- Capacity development to clients and ownership of the development programs,
- Local resource mobilization as community contribution and participation,
- Working with local, sustainable and functional community structures,
- Gender equity and mainstreaming in all activities,
- Foster networking and collaboration among stakeholders and external development actors for process diffusion and sustainability,
- Learning through experimentation on innovative tools, methodologies and approaches,
- Teamwork, trustworthiness, impartiality in our consulting services.

## Governance & Team Composition

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### Organization and Staffing

In order to manage the overall activities of various consultancies, the company has a developed structure. The top management and members of the shareholders are the general assembly of the firm. The manager, who is elected by the general assembly, is accountable to the overall activities of the company. The deputy manager of the company manages the day-to-day activities and recruits the technical and administration staffs. The team of experts and technical units are also managed under the Deputy Manager. Under each technical team, the company has a coordinator that can manage project assignments.

## Organizational Structure of GTG Consultancy PLC

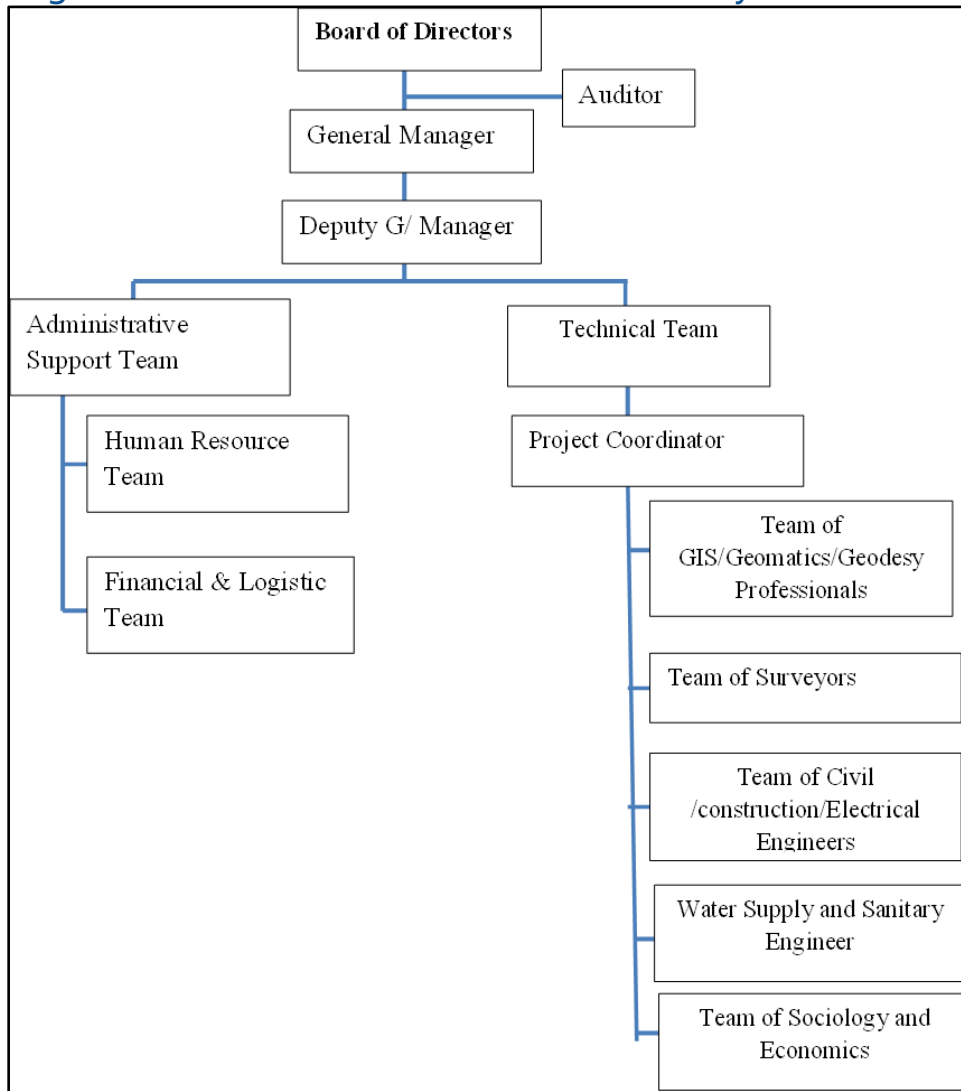


Figure 1: Organization Structure

## Lists of Boards of Directors

No	Name	Field of specialization	Responsibility
1	Dr. Geremew Lemessa	Geophysicist	Secretary
2	Getnet Kebede (Assistant Professor)	Geography	General Manager
3	Dr. Temesgen Oljira	Social Anthropology	Member
4	Dr. Muleta Ebissa	GIS	Member
5	Abdisa Dessa	Structural engineer	Member

## Registration, Trade and competency Licenses and Tax clearance Certificate and the Electronic Government Procurement (EGP) of Ethiopia of the consultant

GTG Consultancy PLC is a registered consultancy firm with registration, trade and competency licenses and tax clearance Certificate. The legal evidences are presented below.

- I. Nationality: Ethiopian
- II) Conflict of Interest: No Conflict of interest
- III) Debarred by the decision of the EGP: We are not Debarred by the EGP and any Bank



**Business Name**  
GTG CONSULTANCY PLC



**Taxpayer Identification Number (TIN)**  
0065288369



**Date of Registration on eGP**  
Dec 4, 2023

**Commercial Registration**

Business Name	GTG CONSULTANCY PLC
Legal Form of Entity	Private Limited Company
Nationality/Country of Registration	Ethiopia
Registration Number	ORO/Nt/C1/2/0001407/2012
Capital	210,000 ETB
Registration Date	Aug 24, 2020
Registering Authority	Ministry of Trade and Industry
VAT Registration Number	1621470921
VAT Issuance Date	Sep 1, 2018
Tax Payer Identification Number	0065288369



Full Name :GETINET KEBEDE

Position :

Address

-



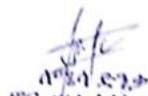
IV) Trade and Competence Licenses and Tax Clearance Certificates

a) Asset Valuation Competence Certificate

		
Guyyaa/ቀን: 3/8/2024 4:07 PM Lak.Galmee/የገቢ ቁጥር: OCA-CONS-0000007	<b>AV</b>	<b>OCA-CONS-0000007</b>
<b>Abbaa Taayitaa Konistiraakshinii Oromiyaa</b> <b>Special Consultant</b>	<b>የኦሮሚያ ብሄራዊ ክልላዊ መንግስት ኮንስትራክሽን ባለሥልጣን</b> <b>ልዩ የግንኙነት ሥራ</b>	
<b>Waraqaa Ragaa Mirkaneessa Ga'umsaa</b>	<b>የብቃት ግረግጫ ምስክር ወረቀት</b>	
Labsii Hoji Raawwachiiftuu Mootummaa Naanno Oromiyaa irra deebin gurmeessuuf aangoo fi gahee hojii isaani murteessuuf bahe Labsii Lak. 242/2014 keeyyata 45 keeyyat xiqqaa 15 fi 27 jalatti Aangoo Abbaa Taayitaa Keenname irratti hundaa'uun	የኦሮሚያ ብሄራዊ ክልላዊ መንግስት አስፈጻሚ አካላትን እንደገና ለግደራጃት ባወጣው አዋጅ ቁጥር 242/2014 አንቀጽ 45 ገፅ ስር አንቀጽ 15 እና 27 ስር ለኮንስትራክሽን ስራ ስለሚፈጸሙ የተሰጠው ስልጣን መሰረት፡-	
<b>GTG Consultancy PLC(Asset Valuation)</b>	<b>GTG Consultancy PLC(Asset Valuation)</b>	
hojiwwan Konistiraakshinii <b>Special Consultant</b>	<b>ልዩ የግንኙነት ሥራ</b> ስራ ደረጃ      ደረጃ 5	
sadarkaa <b>Grade 5</b> irratti galmee'anii akka hojjatan	የመንግስት በመስጫት እንዲሰሩ ይህ የምስክር ወረቀት ተሰጥቷል።	
waraqaan ragaa kun kennamee Jira.	<b>ብቃት ግረግጫ ምስክር ወረቀት የሚያስገልግው ከ</b> <b>08/03/2024</b>	
Ga'umsaa Kun kan tajaajilu bara <b>08/03/2027</b> hanga bara <b>08/03/2027</b> ti qofadhaa	<b>08/03/2027</b> 9.9% ድረስ ብቻ ነው!	
<b>Nagaa Wajjin</b>	 <b>ከሰላም ታጋር</b>	
Maqaa: <b>Feyissa Boshi Bulto</b>	<b>የኃላፊ ስም:</b> _____	
Gahee Hoji: <b>Daar.Mir.Gahumsa Ogeeyyii,Dhaab.fi Maash.Ijaarsa</b>	<b>የስራ ድርጅት:</b> _____	

b) Trade License

The translated English version and the original registration license is presented here under.

<b>Mana Turjumaanaa Onosmoos</b> <b>Onosmos Translation Office</b> Tel. 0913186331/0953419152/0912079794 Addis Ababa, Ethiopia		<b>አዳስዋሽ ትርጉም ቢ.ት</b> مكتب الترجمة أونوسمووس <b>Onosmos Bureau Translation</b> <b>Oficio De Traducionze Onosmos</b>
<b>EMBLEM</b>		
<b>OROMIA REGIONAL GOVERNMENT TRADE BUREAU</b> <b>BUSINESS LICENSE</b>		
Partially sealed photograph is affixed.		
File No. <u>1719</u>		
Tax Payer's ID No. (TIN): <u>0065288369</u>		
Business Registration No.: <u>ORO/Nt/C1/2/0001407/2012</u>		
Previous Business Registration No.: _____		
Business License No.: <u>ORO/Nt/OFICE/04/251/4908933/2016</u>		
Previous Date of Issue: _____		
Date of Issue: <u>March 08, 2024</u>		
Renewal Date: <u>January 06, 2026</u>		
<b>This Business License is issued in conformity with Commercial</b> <b>Registration and License Proclamation No. 980/2008 E.C.</b>		
1. Name: <u>GTG CONSULTANCY PLC</u>		
2. Nationality of the owner/manager: <u>Registered in Ethiopia</u>		
3. Trade name: _____		
4. Name of Manager: <u>Mr. Getenet Kebede Uregessa</u>		
5. Address of the business firm:		
Region: <u>Oromia</u>	Zone/Sub-City: <u>Nekemte City</u>	
Woreda: <u>Nekemt/City/</u>	Kebele: <u>Bekenisa Kese</u>	
House No. <u>New</u>	Tel. No: <u>0917805549</u>	
6. Business Sub-group: <u>(S2115) Asset Valuation</u>		
7. Capital Birr: <u>210,000.00</u>		
This business license is issued today, this <u>6<sup>th</sup> of January 2026</u> in Oromia.		
Name: <u>Girma Fikiru Etana</u>		
<b>Trade Registration, License and Commercial Institutions Guarantee</b>		
<b>Expert</b>		
Signature: <u>Signed</u>		
<b>Renewed for 2026</b>		
<b>Seal</b>		
<b>Oromia Regional Government</b> <b>Nekemte City Administration Trade Office</b>		
		
 <b>Lamesa Dinka</b> General Manager		

**BULCHIINSA MOOTUMMAA NAANNOO OROMIYAATTI BIHROO DALDALAA**



**በኦሮሚያ ክልላዊ መንግስት መስተዳደር ንግድ ቢሮ**



**Heyyama Hojii Daldalaa**

**Bu'uura Labsii Galmeeessaa fi Heyyama Lakk. 980/2008 tiin kan kenname**

**Lakk.Galmee/የመዝገብ ቁጥር** 1719  
 Lakk.Eenyummaa Kaffalaa Gibiraa/ቴን 0065288369  
**Lakk.Galmee Daldalaa** ORO/Nt/C1/2/0001407/2012  
 የንግድ ምዝገባ ቁጥር  
**Lakk.Galmee Duraanii**  
 የቀድሞው ፈቃድ ቁጥር  
**Lakk.Heyyama Hojii Daldalaa** ORO/Nt/OFICE/04/251/4908933/2016  
 የንግድ ሥራ ፈቃድ ቁጥር  
**Guyyaa inni Duraani itti kenname**  
 ቀድሞ ተሰጠበት ቀን  
**Guyyaa itti kenname** 29/6/2016  
 የተሰጠበት ቀን  
 የታደሰበት ቀን : 28/4/2018  
 Renewal Date

**የንግድ ሥራ ፈቃድ**

**በንግድ ምዝገባና ፈቃድ አዋጅ ቁጥር 980/2008 መሰረት ተሰጠ**

- 1. Maqaa Dhuunfaaa/Dhaabbataa**  
GTG CONSULTANCY PLC
- 2. Lammummaa** Registered in Ethiopia
- 3. Maqaa Daldalaa**
- 4. Maqaa Abbaa Taayitaa**  
Obboo GETINET KEBEDE URGESA
- 5. Teessoo Dhaabbata Daldalaa**  

Oromiyaatti	Oromiyaa	Godina	Magaalaa Naqamtee
Aana	Magaala Naqamtee	Ganda	Bakkaniisa Qasee
Lakk.Manaa	Haarawa/New	Lakk. Bilbilaa	0917805549
- 6. Hojiilee Daldalaan itti bobba'e**  
(82115)Hojiiwwan maddalii gitumma qabeenya

- 1. የግለሰቡ/ድርጅቱ ስም**  
ጂ.ቲ.ጂ ኮንሰልታንሲ ኃ የተግ ማህበር
- 2. ዜግነት** በኢትዮጵያ የተመዘገበ
- 3. የንግድ ስም**
- 4. ሥራ አስኪያጅ ስም**  
አቶ ንጉነት ከበደ ኡርጌሳ
- 5. የንግድ ድርጅቱ አድራሻ**  

ክልል	ኦሮሚያ	ዞን/ክፍለ ከተማ	ነቀምቱ ከተማ
ወረዳ	ነቀምት/ከተማ/	ቀበሌ	በክኒሳ ቁሴ
የቤት ቁጥር	Haarawa/New	ስልክ ቁጥር	0917805549
- 6. የንግድ ሥራ መስክ**  
(82115)የንብረት አቻ ግመታ ሥራዎች

**7. Kaappitaala(Qarshii Itoophiyaatiin)** 210,000.00  
 Heyyamni hojii daldalaa kun har'a Guyyaa 28/4/2018 Oromiyaatti kenname.

**7. የግድያ ስም** 210,000.00  
 የግድያው ድርጅት ለ 28/4/2018 ዓ.ም በ ኦሮሚያ ተሰጠ ::



**Maqaa Itti Gaafatamtu/ግድያው ስም**  
**Mallattoo** Ogeessa Galmeeessa, Hayyama fi Wabii Qabiinsa Dhaabbilee  
 የንግድ ምዝገባ ፈቃድና የንግድ ድርጅቶች ጥስትና አያያዝ ባለሙያ

**Bara 2018 itti haareffameera**  
 ማህተም





V) Tax Identification Number (TIN)

 <p>የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ                  የገቢዎች ሚኒስቴር                  Federal Democratic Republic of Ethiopia                  MINISTRY OF REVENUES                  የግብር ከፋይ ምዝገባ ሰርተፊኬት                  TAXPAYER REGISTRATION CERTIFICATE</p>	
የግብ ከፋይ መለያ ቁጥር: Taxpayer Identification Number:	0065288369
የድርጅት/የገለበጠ ስም: Name of Business/Individual:	ጂ.ቲ.ፕ ኮንሳልታንሲ ኃ ዩ ቲ ግ ግብር GTG CONSULTANCY PLC
የተመዘገበ አድራሻ/Registered Address:	
ክልል: Region:	አሮሚያ OROMIA
ዞን/ክ/ከተማ: Zone/Sub City:	ምስራት ጠሊጋ MISRAK WOLEGA
ወረዳ: Woreda:	ነተምት NEKEHTE
ቀበሌ /በአግርኛ/: Kebele/Farmer's Assoc.:	ዚሮ ሰባት ZERO SEVEN
የቤት ቁጥር: House No.:	108
ESIC Sub-group:	82115 - Asset valuation activities
ESIC Sub-group:	86113 - Consultancy service for social affairs 86312 - Environmental auditing and environmental protection consultancy service 86313 - Agro ecosystem development consultancy service
የሰጠው ተቋም: Issuing Authority:	የገቢዎች ሚኒስቴር MINISTRY OF REVENUES
የተሰጠበት ቀን: Date of Issuance:	26 YEKATTI 2016 05-MAR-24
<p>ይህ የምዝገባ ወረቀት የግብር ከፋይን ለቅጥን ለሆነ ከዚህ ቀደም የግብር ከፋይነት ምዝገባ ሰነድ ካለ በዚህ ሰነድ የተተካ መሆኑን ነው።                  ከላይ በተጠቀሰው መረጃ ላይ ግንኛውም ለይነት ለውጥ ቢደረግ ግብር ከፋይ ለሚመለከተው የግብር ሰበብ/ ጽ/ቤት የግባዎት ግዴታ አለበት።</p> <p>This certificate represents the sole and only registration as a taxpayer and supersedes all prior registration documentation.                  The taxpayer is responsible for notifying the appropriate Tax Office of any changes to the above information.</p>	
የሰርተፊኬት ቁጥር: Certificate No.:	1780013120009
 የገቢዎች ሚኒስቴር ጽ/ቤት ግብተኛ Seal of Issuing Authority	
	


VI) Value Added Tax (VAT) Registration Certificate




a) Environmental and Social Impact Assessment (ESIA) and Environmental and Social Auditing


 	 <b>በኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፑብሊክ የአካባቢ ጥበቃ ባለስልጣን</b> <b>FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA ENVIRONMENTAL PROTECTION AUTHORITY</b>	ቁጥር/Ref.No 11/1/148/16 ቀን/Date 18/4/2016
<b>የብቃት ማረጋገጫ ምስክር ወረቀት</b> <b>CERTIFICATE OF COMPETENCE</b>		
የሚያበቃበት ቀን 06/02/2019 ዓ.ም		Valid until 27/12/2026 G.C
የአካባቢ ጥበቃ ባለስልጣን በአዋጅ ቁጥር 299/1995 እና መመሪያ ቁጥር 03/2010 መሠረት የአካባቢ እና ማህበረሰብ ተፅዕኖ ግምገማ ጥናት የማማክር አገልግሎት ብቃት ማረጋገጫ ለ: ጂ.ቲ.ጂ ኮንሰልታንሲ ኃ/የተ/የግ/ማህበር የብቃት ደረጃ: I ተስጥቷል።		ENVIRONMENTAL PROTECTION AUTHORITY, BY PROCLAMATION NO. 299/2002 AND DIRECTIVE NO. 03/2017, HAS ISSUED THIS ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT STUDIES CONSULTANCY CERTIFICATE OF COMPETENCE. TO: GTG Consultancy PLC COMPETENCE LEVEL: I
ከሰላምታ ጋር		WITH REGARDS
 ያዘጋጀው Prepared by	 ያረጋገጠው Checked by	 Shiferaw Mengesh Bira Environmental and Social Impact Assessment & Environmental Monitoring Managing Director General Approved by
	<a href="http://www.epa.gov.et">www.epa.gov.et</a>	 <a href="mailto:info@epa.gov.et">info@epa.gov.et</a> +25111170 4138 /4064 /4065

b) Water Works



Guyyaa/ቀን: 5/30/2024 4:23 PM  
Lak.Galmee/ምዝገባ ቁጥር: OCA-CONS-0000013





**HGB**

**OCA-CONS-0000013**

**Abbaa Taayitaa Konistiraakshinii Oromiyaa**  
**Waraqaa Ragaa Mirkaneessa Ga'umsaa**  
**Hojii Gorsaa**

Labsii Hojii Raawwachiiftuu Mootummaa Naanno Oromiyaa irra deebiin gurmeessuuf aangoo fi gahee hojii isaanii murteessuuf bahe Labsii Lak. 242/2014 keeyyata 45 keeyyat xiqqaa 15 fi 27 jalatti Aangoo Abbaa Taayitaa Keenyaf Kenname irratti hundaaa'uun

GTG Consultancy PLC

**የኦሮሚያ ብሔራዊ ክልላዊ መንግስት ኮንስትራክሽን ባለሥልጣን የማማከር ስራ**  
**የብቃት ማረጋገጫ ምስክር ወረቀት**  
የኦሮሚያ ብሔራዊ ክልላዊ መንግስት አስፈጻሚ አካላትን እንደገና ለማደራጀት ባወጣው አዋጅ ቁጥር 242/2014 አንቀጽ 45 ንዑስ አንቀጽ 15 እና 27 ስር ለኮንስትራክሽን ባለስልጣን ቡተሰጠው ስልጣን መሰረት፦

ጂ.ቲ.ጂ ኮንስትራክሽን ኃ/የተ/የግ/ማ/ሀበር

hojiiwwan Konistiraakshinii	Gorsaa Qabeenya Bishaaninii	የውሃ ሀብት አማካሪ	ስራ ደረጃ	Grade-1
sadarkaa	Grade-1	ከመዝገብ/ብዕረ/መስግራት እንዲሰራ ይህ የምስክር ወረቀት ተሰጥቷል።		
waraqaan ragaa kun kennamee Jira.		የብቃት ማረጋገጫ ምስክር ወረቀት የሚያገለግሎው ከ		30/05/2025
Ga'umsaa Kun kan tajaajilu bara	30/05/2024	hanga	30/05/2024	ዓ.ም ድረስ ብቻ ነው!
	30/05/2025	tti qofadhaa		ከሰላምታ ጋር


Nagaa Wajjin

Maqaa: Feyissa Boshi Bulto

Gahee Hojii: Daar.Mir.Gahumsa Ogeeyyii,Dhaab.fi Maash.Ijaarsa

የኃላፊ ስም: \_\_\_\_\_


የስራ ደረጃ: \_\_\_\_\_



At present the company's legal general manager is, Getenet Kebede (Assistant Professor), am a legal person for the signatory. The legal document for the power of attorney is attached herewith.

The translated English version of the power of attorney is presented hereunder.

**Mana Turjumaanaa Onosmoos**  
**Onosmos Translation Office**  
Tel. 0913186331/0953419152/0912079794  
Addis Ababa, Ethiopia



**አኖስሞስ ትርጉም ቤት**  
مكتب الترجمة أونوسموس  
Bureau de Traduction Onosmos  
Ufficio di Traduzione di Onosmos

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**Article Eight**  
**Management**

8. The Powers and duties of the management of the Company shall be as enumerated under its Articles of Association and the Company shall be managed by one General Manager to be appointed among members or non-members and his/her term of service shall be for unlimited period. Accordingly, **MR. GETNET KEBEDE URGESSA** is appointed as the first General Manager of the Company as well as **DR. TEMESGEN OLJIRA GEMEDA** is appointed as Deputy Manager of the Company.

**Article Nine**

**Power and Duty of the General Manager of the Company**


9.1. The General Manager of the Company shall appoint and dismiss Department Managers; as well as shall determine their duties and manage them.

9.2. The General Manager shall sign on the behalf of the Company.

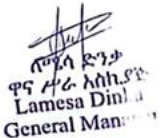
9.3. He is responsible for administrative and technical activities of the Company.

Three illegible signatures are affixed

**Seal**  
**Federal Documents Authentication and Registration Agency**  
**Addis Ababa (Branch Ten Office)**

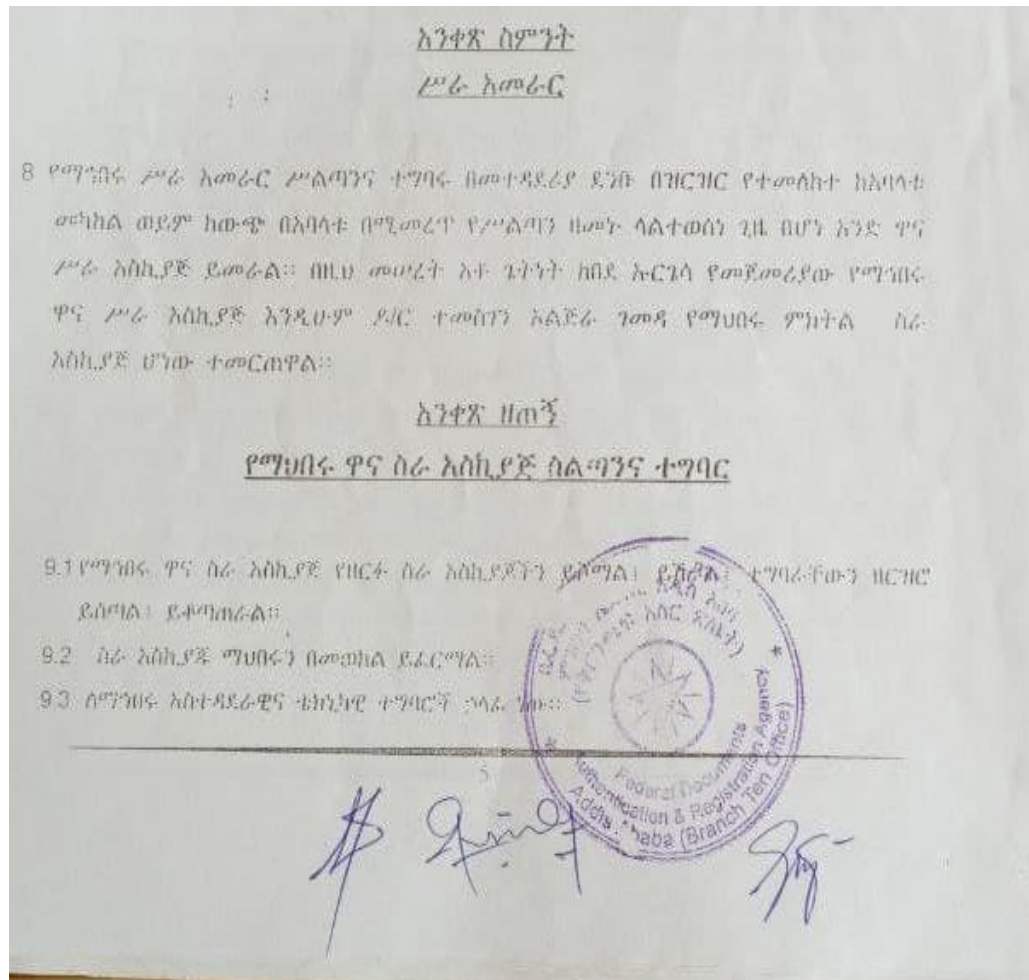


Onosmos Translation Office



Lamesa Dinlila  
General Manager

Lama March 18, 2024



## Core Competencies & Experience

### Relevant experience in asset management, valuation, and verification with GIS/GPS mapping and digital inventory systems

GTG Consultancy PLC possesses an extensive track record of delivering high-quality consultancy services in asset management, valuation, and geospatial verification. Our expertise is demonstrated through the successful implementation of GIS-based digital inventory systems and infrastructure management plans for several major urban centers, including the development of comprehensive asset registries and management frameworks for Shaggar, Mojo, and Shambu Cities in Ethiopia. These assignments utilized advanced GIS/GPS mapping and digital data capture to create actionable infrastructure databases, a methodology further applied to the Tarcha Town Infrastructure Development project to identify and map physical assets for localized planning. Beyond inventory

mapping, our firm has integrated spatial analysis into resettlement and environmental planning, notably during the Urban Landfill Impact Assessment and Resettlement Action Plan (RAP) in Itang Special Woreda. Furthermore, our experience extends to high-level compliance and system design for international development agencies, exemplified by the development of the Environmental and Social Management System (ESMS) for the World Bank-funded ADELE program and the rigorous auditing of the World Bank UIIDP frameworks. This diverse portfolio underscores our capacity to manage large-scale data collection and valuation assignments that meet both local regulatory requirements and international IFRS and World Bank standards.

The following table presents a consolidated summary of key relevant assignments related to this TOR executed by GTG Consultancy PLC. It details the client contact information, project durations, contractual budgets, and current delivery status to demonstrate our proven capacity for managing high-value geospatial and financial technical projects.

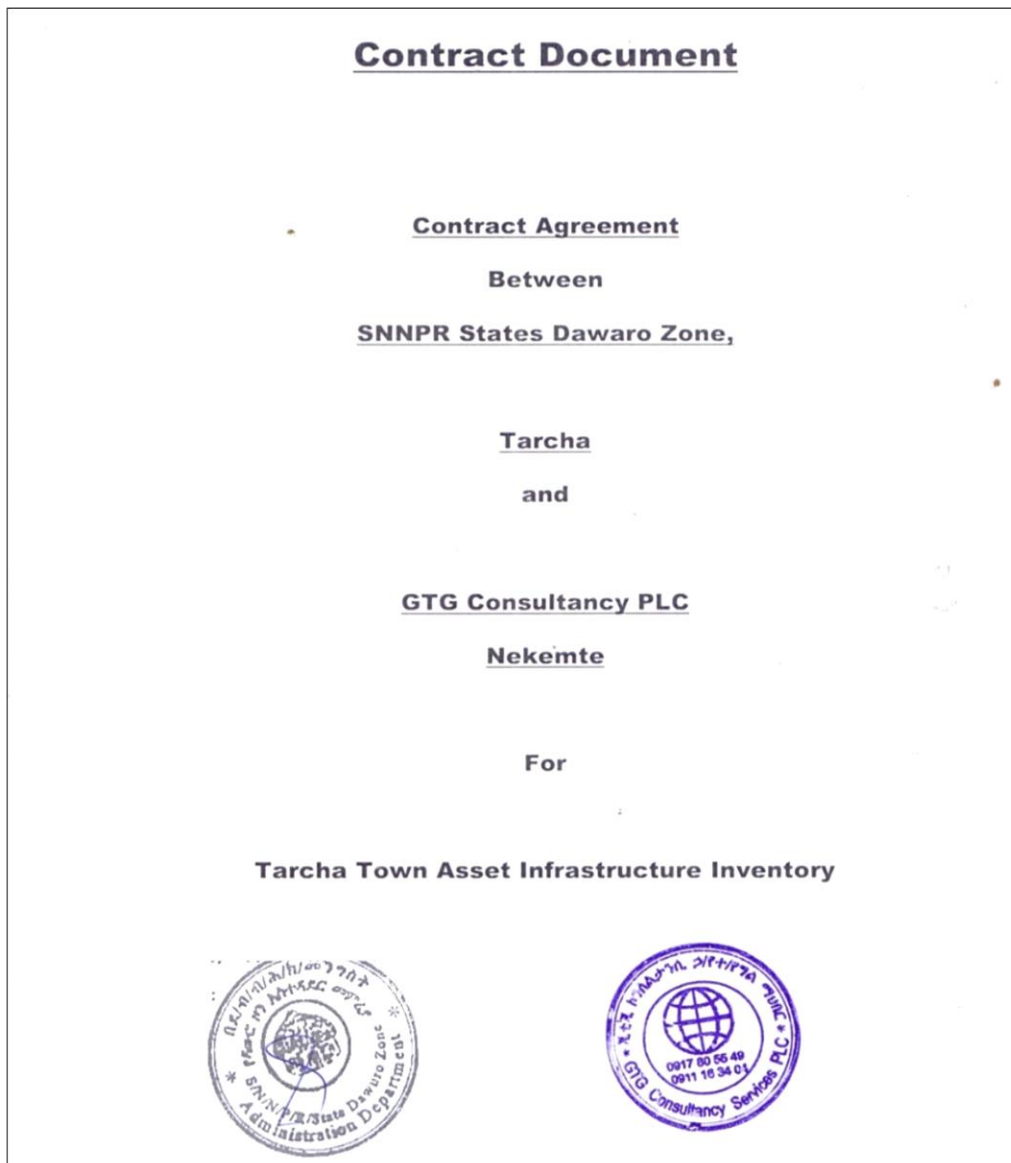
*NB. GTG Consultancy PLC has been engaged on other assignments not relevant to this TOR which are not listed here.*

Project Title	Client / Location	Client Contact Details	Duration	Contract Budget (US\$)	Status
Shaggar City GIS Asset Inventory	Shaggar City Administration	+251913982533	18 Mos (2024-2025)	332,714.5	Completed
Mojo City GIS Asset Inventory	Mojo City Administration	+251913140316	10 Mos (2022-2023)	11,656.76	Completed
Shambu City GIS Management Plan	Shambu City Administration	+251930895704	26 Mos (2021-2023)	7,689.19	Completed
Tarcha Town GIS Asset Inventory	Dawuro Zone Admin Office	+251 91 211 4585	8 Mos (2020-2021)	21,135.15	Completed
World Bank ADELE Program (ESMS)	Ministry of Water and Energy	+251911830601	12 Mos (2022-2023)	25,093.78	Completed
World Bank UIIDP Audit (ESMS)	Ministry of Urban Dev.	+251917853465	6 Mos (2024-2025)	3,224.24	Completed
GIS Based Land Fill Impact Assesment and RAPS	Gambela Regional State	+251923347828	6 Months 2021	13,456.09	Compeleted

### 6.1.1 Certificates of Satisfactory Execution

#### Relevant Experiences

Certificates of Satisfactory Execution for three Asset Inventory Contracts and other works executed by the consultant: i) Asset Inventory Using GIS based for Tarcha City Infrastructure Development in Dawaro District SNNPR State, Ethiopia



**CONTRACT AGREEMENT**

**For**

**Infrastructure Asset Inventory**

This Contract Agreement is made of The 4<sup>th</sup> Day of November 2013 E.C

**SNNPR States Dawaro Zone Administration**

**PROJECT: Torcha Town Asset Infrastructure Inventory using GIS**

**LOCATION: REGION: SNNPR, Zone: Dawaro, Town: Torcha**

(Hereinafter called the "Employer")

**Between**

**GTG Consultancy PLC**

and having its principal place of business at (hereinafter called the "Consultant", of the other part.

**WHEREAS**

- (a) The Employer is desirous that the Consultant execute the **Asset Infrastructure inventory** of **Torcha Town** as specified in the TOR (hereinafter called the "works"), and completion of such works and the remedying any defects therein for the contract price of the equivalent Ethiopian Birr **3,300,000.00 (Three million three hundred thousand birr) including VAT (15%)**. (Hereinafter called "the **Contract Price**") in the manner and on the terms described herein.
- (b) The Consultant having represented to the Employer that it has the required skills, personnel and technical resources, has agreed to carry out the works on the terms and conditions set forth in this contract,

**NOW THEREFORE** the parties hereto hereby agree as follows:

**1. The Agreement**

1.1. In this Agreement words and expressions shall have the same meanings as are respectively assigned to them in the Conditions of Contract referred to.

1.2. The following documents shall constitute the Contract between the public Body and the Consultant, and each shall be read and construed as an integral part of the contract:

- This contract Agreement, including all appendices
- The Letter of Acceptance
- The Special Conditions of Contract,
- The General Conditions of Contract issued by the Federal Public Procurement and



Property Administration Agency (FPPPA) Version I August 2011

This Contract shall prevail over all other Contract documents in the event of any discrepancy or inconsistency within the contract documents, then the documents shall prevail in the order listed above.

1.3. In consideration of the payments to be made by the Employer to the Consultant as hereinafter mentioned the Consultant hereby covenants with the Employer to carry out the works and to remedy defects therein in conformity in all respects with the provisions of the Contract.

1.4. The Employer hereby covenants to pay the Consultant in consideration of the execution and completion of the works and the remedying of defects therein, the Contract Price or such other sum as may become payable under the provisions of the contract at the times and the manner prescribed by the Contract.

1.5. Completion of the works- no later than 4 months following the signing of the contract. The contract shall furnish the employer with a time table for the completion of the works.

The work completion date shall be 120 Calendar days following the date of contract signing.

IN WITNESS WHEREOF, the parties thereto have caused this Agreement to be executed in accordance with the law special Conditions of Contract on the day, month and year indicated above.

SIGNED for and on behalf of the Employer

SIGNED for and on behalf of the Consultant

Signature: [Handwritten Signature]  
 Name: Getenet Kebede  
 Position: Department Head



Signature: [Handwritten Signature]  
 Name: Getenet Kebede  
 Position: Manager



Date: 04/03/2013

Date: 4/03/2013

Witnesses

Employer

Consultant

- 1) Geremuhche Signature: [Handwritten Signature]
- 2) Dagna Chaw Biru Signature: [Handwritten Signature]
- 3) Gasaki Borasho Signature: [Handwritten Signature]

- 1) Jemesgen Oljin (or) Signature: [Handwritten Signature]
- 2) Tesfaye Dash Signature: [Handwritten Signature]
- 3) Sentayehu Signature: [Handwritten Signature]



ደቡብ ቅልጽ የልረሰባት ልዩነት ክፍለ ግዛት  
የቅልጽ የን ልረሰባት ወግታ

South Nation, Nationalities and peoples' Regional State  
Dawuro Zone Administration Department

ቁጥር: ደ/ዘ/አ/ሀ/6-148/13

ቀን: 01/07/2013

**ሰሚመሰከተው ሁሉ**

**ጉዳይ:- የመልካም ሥራ ስፈጻጸም ምስክር ወረቀት ሰጠመስጠት**

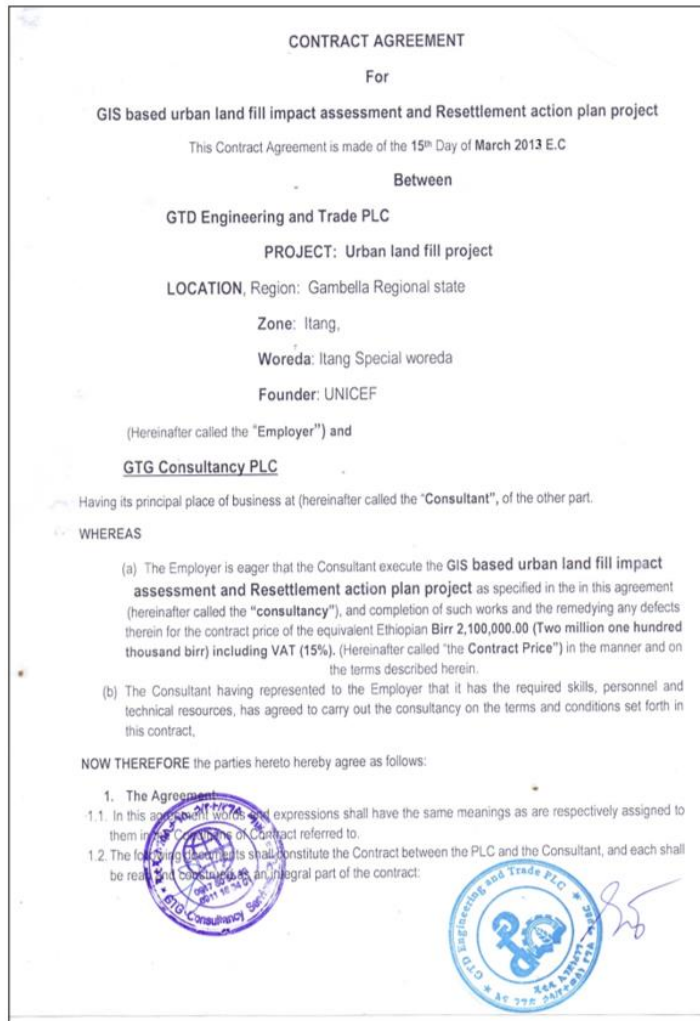
ጄ.ቲ.ጄ. የምክር ልገልግሎት ኃ/የተ/የግል ማህበር ሥራ ልምድ ስፈጻጸም ሊንዲሲንግቶው በቀን 01/7/2013 ዓ.ም ጠይቀውናል።

በዚህም መሰረት ጄ.ቲ.ጄ. የምክር ልገልግሎት ኃ/የተ/የግል ማህበር በደቡብ ብሔር ብሔረሰቦች ህዝቦች ክልል መንግስት ዳውሮ ዞን ለስተዳደር መምሪያ በተርጫ ከተማ በጄ.አይ.ኤስ የተደገፈ የከተማ ልማት ንብረቶችን (Tarcha City GIS Based Asset Infrastructure Inventory) ጥናት በ 3,300,000.00 ብር (ሶስት ሚሊዮን ሶስት መቶ ሺ) ያካሄዱ ስለሆነ በውሉ መሠረት ሰርተው ያተናቱ መሆናቸውን ለየገለጽን ለማካሪው ድርጅት በሰራቸው ትጉና ታታሪ ኃላፊነታቸውን በሚገባ የተወጡ መሆናቸውን ከታላቅ ምስጋና ጋር ይህን የመልካም ሥራ ስፈጻጸም የምስክር ወረቀት ሰጥተናቸዋል።



ከሰላምታ ጋር  
H. M. B. B. B.  
H. M. B. B. B.  
Doubale Bekalu  
መምሪያ ኃላፊ  
Department Head

ii) GIS Based Urban Land fill Impact assessment and Resettlement Action Plan Preparation in Itang Special Woreda, Gambella.



1.2. The following documents shall constitute the Contract between the PLC and the Consultant, and each shall be read and construed as an integral part of the contract:

- This contract Agreement, including all appendices,
- The Letter of Acceptance
- The Special Conditions of Contract,
- The General Conditions of Contract issued by the Federal Public Procurement and Property Administration Agency (FPPPA) Version 1 August 2011

This Contract shall prevail over all other Contract documents in the event of any discrepancy or inconsistency within the contract documents, then the documents shall prevail in the order listed above.

1.3. In consideration of the payments to be made by the Employer to the Consultant as hereinafter mentioned the Consultant hereby covenants with the Employer to carry out the consultancy and to remedy defects therein in conformity in all respects with the provisions of the Contract.

1.4. The Employer hereby covenants to pay the Consultant in consideration of the execution and completion of the consultancy and the remedying of defects therein, the Contract Price or such other sum as may become payable under the provisions of the contract at the times and the manner prescribed by the Contract.


1.5. Completion of the works- no later than 2 months following the signing of the contract. The contract shall furnish the employer with a time table for the completion of the works.

The work completion date shall be 60 Calendar days following the date of contract signing.

IN WITNESS WHEREOF, the parties thereto have caused this Agreement to be executed in accordance with the law special Conditions of Contract on the day, month and year indicated above.

SIGNED for and on behalf of the Employer

SIGNED for and on behalf of the Consultant

Signature: 

Signature: 

Name: Beromaw Lamessa

Name: G. Tenet

Position: General Manager

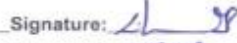


Position: Manager

Date: 15/07/2013

Date: 15/07/2013



Witnesses

- 1) Takale Nemere Signature: 
- 2) bezuwsehu haile Signature: 
- 3) Geleta Alemu Signature: 



ጅ.ቲ.ዲ. ኢንጅነሪንግ እና ንግድ ኃ/የተ/የግ/ ማህበር

Ref No GTD/00122/2013

Date: 30/10/2013

### Recognition of Certificate

This is to certify that GTG Consultancy PLC Aest Wollega Zone Nekemte/ Addis Ababa for GTD Engineering and Trade PLC Per our agreement.

GTG Consultancy PLC, thus, successfully accomplished Gis Based Urban land fill Impact Assessment and Resettlement Action plan project in Itang Special Woreda with the amount of **Birr 2,100,000.00 (two million one hundred thousand ETB)** within the agreement time period and quality required. Thus, our company found out that the GTG as consultancy PLC respects the community and organizational culture and ways of doing in its endeavor to accomplish its duties, highly reliable and committed consultancy firm and Produced quality work to the best standard of our need.

Finally, we say that any organization that has similar work would highly benefit from the work of the firm and our company has given this work experience wishing the successful future carrier for GTG Consultancy PLC.



With Best Regards,

*[Handwritten Signature]*  
Geremaw Edmessa Dr  
ገራጭ ለማሳ (ዶ/ር)  
General manager  
የኃ አ/ሪ ለስ.የጅ

In replaying, please quote our reference and date



+251 911 163 404  
+251 943 333 020  
+251 920 110 079



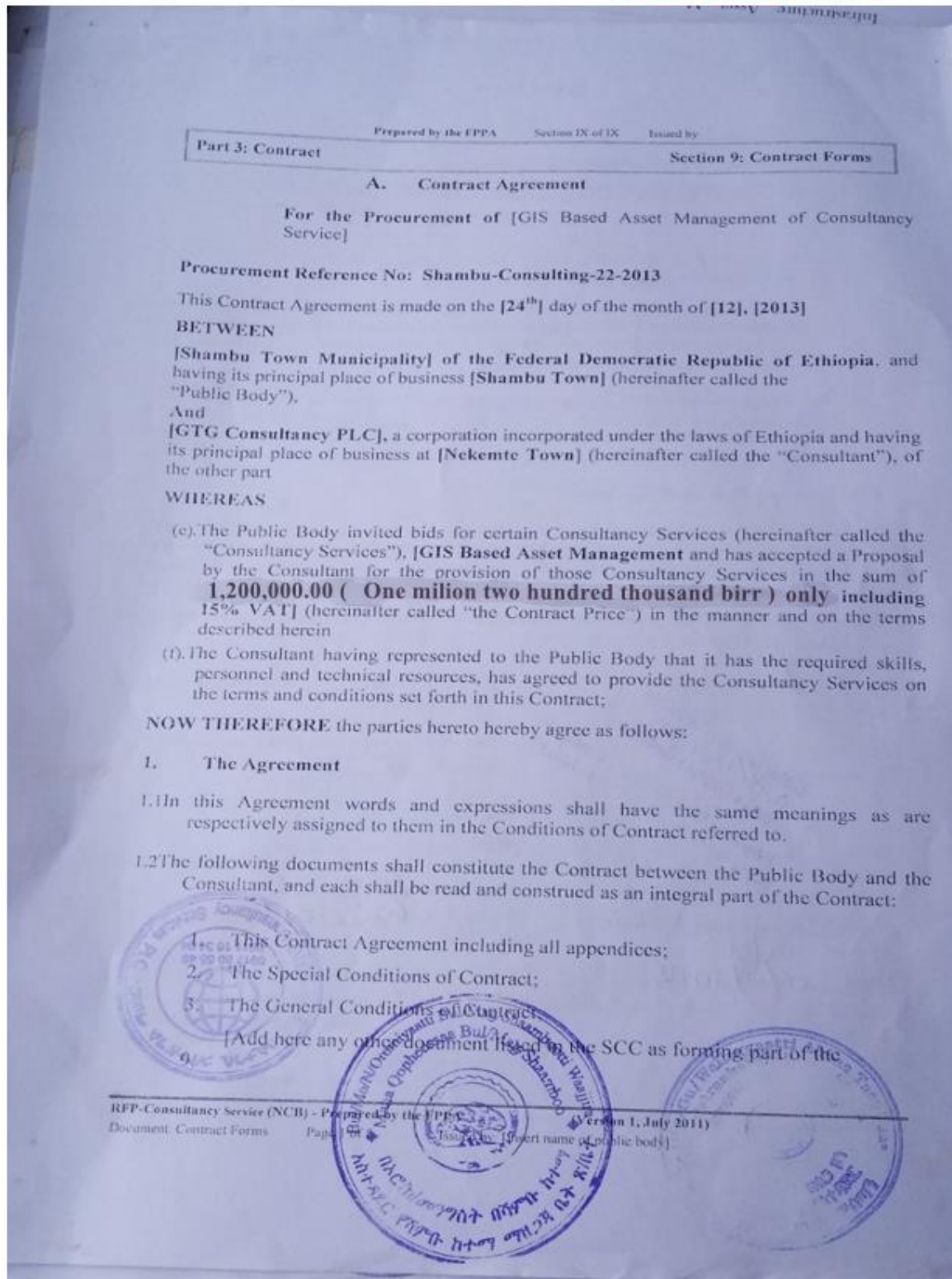
<http://gtdengineering.com>  
mailto:eat.gtd@gmail.com  
t.me/gtdengineering



[facebook.com/GTD-Engineering-and-Trade-PLC](https://www.facebook.com/GTD-Engineering-and-Trade-PLC)  
GTD Engineering and Trade PLC



iii) Asset Inventory and Management Plan for Shambu City, Horro Guduru Wollega Zone



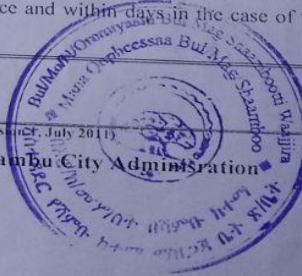
Section 8. Special Conditions of Contract	
GCC 27.2	The time period within which the Services shall commence is: <i>The date by which the letter written to the consultant to commence the work.</i>
GCC 28.1	The Intended Completion Date is :2 Months
<b>C. Obligations of the Public Body</b>	
GCC 31.1(g)	The Public Body shall provide the following further assistance to the Consultant: <i>Stated in the ToR and preparing Unit price that used for evaluation. And identify and tell which is city property and not.</i>
<b>D. Payments to the Consultant</b>	
GCC 36.2	All payment to the Consultant under this Contract shall be made in : <i>Ethiopian Birr</i>
GCC 37.2	The Contract is a Contract: <i>Lump sum contract</i>
GCC 39.5	Personnel time spent in the performance of the Services shall include the following:
GCC 40.1	The payment schedule shall be the following:
GCC 40.2	An Advance Payment "shall" be made. The following provisions shall apply to the advance payment and the advance payment guarantee: 1. <b>30%</b> of Advance Payment will be effected upon submission of equal amount <b>Advance Unconditional Bank guarantee</b> 2. <b>20%</b> of the total agreed amount will be paid upon submission and presentation of the inception report and inventory templates(tabular and spatial) to the client 3. <b>20%</b> of the total amount up on completion of detailed inventory of all infrastructure asset categories, presentation of the final draft and submission of the final draft report and got approval from the client. 4. <b>30%</b> of the total agreed amount will be paid up on presentation and submission of the final Asset Management Plan of the city 5. The advance payment shall be proportionally subtracted from each payment
GCC 41.2	The Consultant shall submit to the Public Body itemized invoices at time intervals of [15days].
GCC 41.5	The Public Body shall pay the Contract Price to the Consultant, within the period of the days of receipt of the invoice and within days in the case of the final payment.

RFP-Consultancy Service (NC/B) Prepared by the FPPA

(Version of July 2011)

Document: Special Conditions of Contract Page 6 of 6

Issued by **Shambu City Administration**



contract]

all attached hereto and made a part hereof.

1.3 This Contract shall prevail over all other Contract documents. In the event of any

Part 3: Contract

Section 9: Contract Forms

discrepancy or inconsistency within the Contract documents, then the documents shall prevail in the order listed above.

1.4 In consideration of the payments to be made by the Public Body to the Consultant as hereinafter mentioned, the Consultant hereby covenants with the Public Body to provide the Consultancy Services and to remedy defects therein in conformity in all respects with the provisions of the Contract.

1.5 The Public Body hereby covenants to pay the Consultant in consideration of the provision of the Consultancy Services and the remedying of defects therein, the Contract Price or such other sum as may become payable under the provisions of the Contract at the times and in the manner prescribed by the Contract.

**Effectiveness of Contract Agreement**

1.6 This Contract shall come into force and effect on the date (the "Effective Date") of the Public Body's notice to the Consultant instructing the Consultant to begin carrying out the Services. This notice shall confirm that the effectiveness conditions, if any, listed in the SCC have been met.

1.7 Under no circumstances may implementation commence before the date on which the Contract Agreement enters into force.

IN WITNESS WHEREOF, the Parties hereto have caused this Contract to be signed in their respective names on the day and year first above written.

SIGNED for and on behalf of (Client) WITNESS to signature on behalf of (Client)

Signature: [Signature] Signature: [Signature]

Name: Sisay Gudissa Gobena Name: Abdela Mashaqa Fihzo

Position: General Manager Position: Abdela Mashaqa Fite

Date: 24/12/2013 Date: [Date]

SIGNED for and on behalf of (Consultant) WITNESS to signature on behalf of (Consultant)

Signature: [Signature] Signature: [Signature]

Name: Gefenet Kebede Name: Alchigeno Asaju

Position: GM Position: [Position]

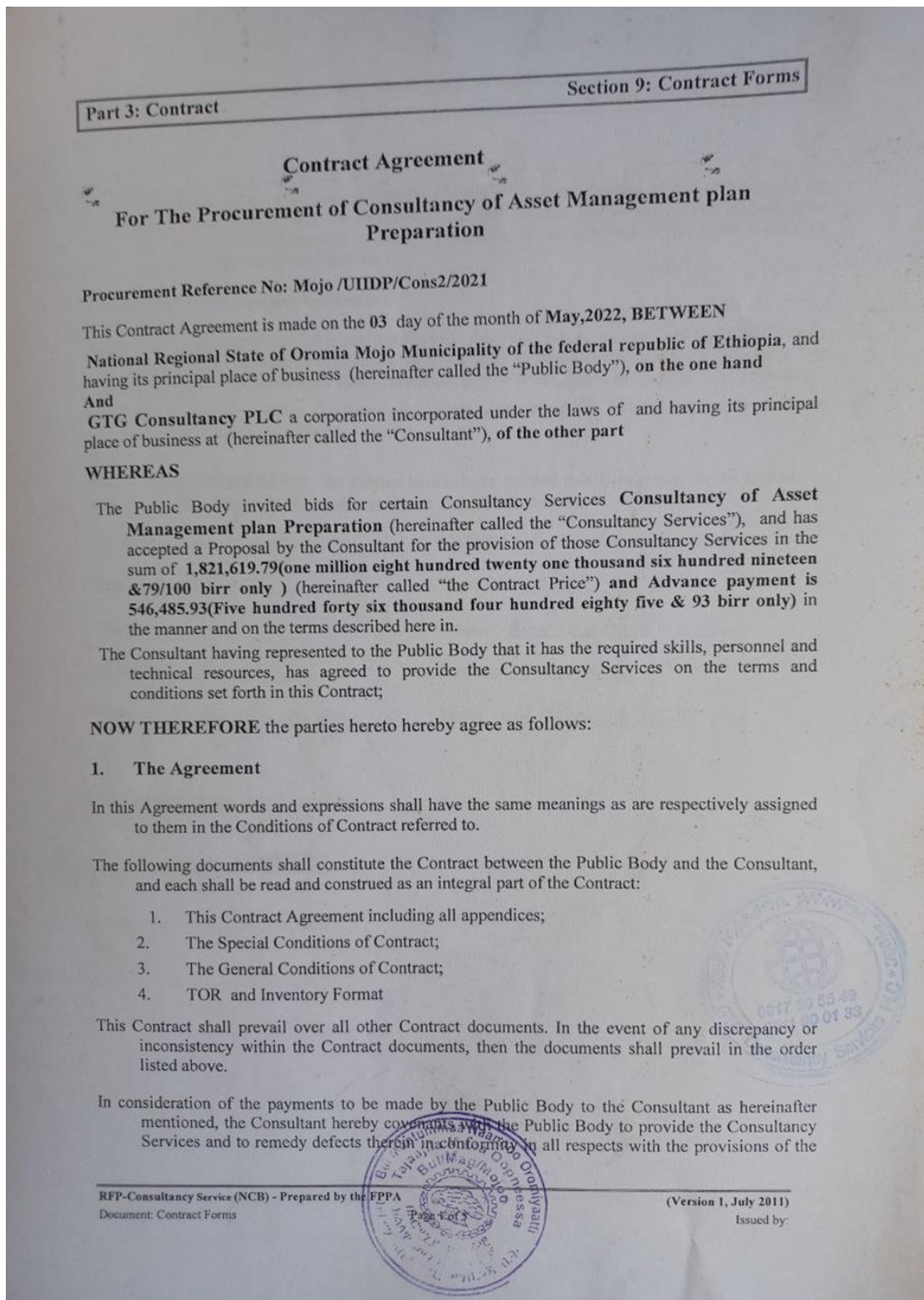
Date: 24/12/2013 Date: [Date]

Part 3: Contract

Section 9: Contract Forms



iv) Asset Inventory and Management Plan for Modjo City



Part 3: Contract

Section 9: Contract Forms

Contract.

The Public Body hereby covenants to pay the Consultant in consideration of the provision of the Consultancy Services and the remedying of defects therein, the Contract Price or such other sum as may become payable under the provisions of the Contract at the times and in the manner prescribed by the Contract.

**Effectiveness of Contract Agreement**

This Contract shall come into force and effect on the date (the "Effective Date") of the Public Body's notice to the Consultant instructing the Consultant to begin carrying out the Services. This notice shall confirm that the effectiveness conditions, if any, listed in the SCC have been met.

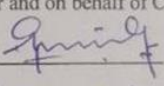
Under no circumstances may implementation commence before the date on which the Contract Agreement enters into force.

IN WITNESS WHEREOF, the Parties hereto have caused this Contract to be signed in their respective names as of the day and year first above written.

SIGNED for and on behalf of Client

SIGNED for and on behalf of Consultants

Signature: 

Signature: 

Name: \_\_\_\_\_

Name: Getenet Kebede

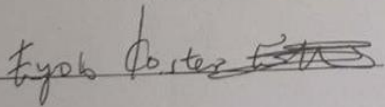
Position: \_\_\_\_\_

Position: Manager

Date: 4 May 2022

Date: 4 May 2022

**WITNESSES AND SIGNATURE**

1. 

2. \_\_\_\_\_

3. \_\_\_\_\_



PAYMENT CERTIFICATE

Project :- **ASSET MANAGEMENT PLAN PREPARATION**  
 Location :- **MOJO**  
 Client :- **MOJO TOWN ADMINISTRATION**  
 Consultant :- **GTG CONSULTANCY PLC**  
 Consultant :- **CONSTRUCTION OFFICE**

	Amount (Birr)
Main Contract (Before VAT)	1,584,017.21
Variation order	
Total sum	1,584,017.21
VAT 15%	237,602.58
Total sum (Inc VAT)	1,821,619.79

	CONTRACT AMOUNT	EXECUTED AMOUNT
	1,584,017.21	316,803.44
VAT(15%)	237,602.58	47,520.52
Total sum (Inc VAT)	1,821,619.79	364,323.96

As per attached statement the value of work executed and or materials supplied to date is

PREVIOUS PAYMENTS				ADVANCE PAYMENT		
No.	Payment Cer.	Date	Amount Include VAT (Birr)	No.	Date	Amount Include VAT (Birr)
				1	Advance-1	546,485.94
TOTAL			0.00	TOTAL		
				546,485.94		

	ገቢ deductions	
1	Previous payme	-
2	Rebate	-
3	Retention (5%)	
4	Penalty	-
5	Advance payme	109,297.19
8	other deduction	
Total		109,297.19
Total sum		255,026.77

WE CERTIFY THAT THE CONTRACTOR IS ENTITLED TO THE SUM OF  
**255,026.77**

BIRR : ( TWO HUNDRED FIFTY FIVE THOUSAND TWENTY SIX AND 77/100) ONLY

Certified

**Kumaa Galataa Malkaa**  
 ኩማ ገለታ ለማላክላ  
 Qind/G/B/Misoomaa/Qop/  
 Di2Fooyya'ins2 Gallii M/Q



Approved

**IIG Waajjira Konsiiraakshini**  
 ቢ/ማ/ሞጋ  
 የግንባታ ማኅበር



PAYMENT CERTIFICATE SECOND

Project :- **ASSET MANAGEMENT PLAN PREPARATION**  
 Location :- **MOJO**  
 Client :- **MOJO TOWN ADMINISTRATION**  
 Consultant :- **GTG CONSULTANCY PLC**  
 Consultant :- **CONSTRUCTION OFFICE**

	Amount (Birr)
Main Contract (Before VAT)	
Variation order	1,584,017.21
<b>Total sum</b>	<b>1,584,017.21</b>
VAT 15%	237,602.58
<b>Total sum (Inc VAT)</b>	<b>1,821,619.79</b>

	CONTRACT AMOUNT	EXECUTED AMOUNT
	1,584,017.21	792,008.60
VAT(15%)	237,602.58	118,801.29
<b>Total sum (Inc VAT)</b>	<b>1,821,619.79</b>	<b>910,809.89</b>

As per attached statement the value of work executed and or materials supplied to date is


PREVIOUS PAYMENTS				ADVANCE PAYMENT			
No.	Payment Cer.	Date	Amount Include VAT (Birr)	No.	Date	Amount Include VAT (Birr)	
				1	Advance-1	546,485.94	
TOTAL			0.00	TOTAL			546,485.94

	ተፋፋሪ deductions	
1	Previous payme	-
2	Rebate	-
3	Retention (5%)	
4	Penalty	-
5	Advance payme	364,323.96
8	other deduction	
<b>Total</b>		<b>364,323.96</b>
<b>Total sum</b>		<b>546,485.93</b>

WE CERTIFY THAT THE CONTRACTOR IS ENTITLED TO THE SUM OF **546,485.93**

BIRR :: FIVE HUNDRED FORTY SIX THOUSAND FOUR HUNDRED EIGHTY FIVE AND 93/100 ONLY

Certified   
**Kumaal Galataa Malkaa**  
 ኩማላ ገላታአ ማልካ  
 Qind/G/B/Misoomaa/Qop/  
 Dir/Fooyya'insa Galii M/Q

Approved   
 Ishan  
 1572 T.P.T  
 IG Wajira kantarasa-101  
 Bul/Mog/Mojo  
 1572/2017 2017







Ref.No: W/K/4499/14Date: 15/12/2014

## Provision of Work Experience

The Mojo City Administration has out a request for proposals for qualified experts to carry out the town's asset inventory and management plan.

Based on the results of the open bid process, GTG Consultancy PLC was chosen as the winning bidder since it was deemed to be technically and financially feasible. So, on 3<sup>rd</sup> May, 2022, a contract was signed between the Mojo City Administration (hereinafter referred to as the "public body") and GTG Consultancy PLC (subsequently referred to as the "Consultant") for the purpose of conducting an inventory and management plan of the city's infrastructure assets. The project's total cost was 1,821,629.79 (One million, eight hundred twenty-one thousand six hundred twenty-nine and 79/100 Birr). GTG C Consultancy PLC has successfully completed its work as per our agreement.

The major activities accomplished by the GTG consultancy were

- Provided latest high-resolution aerial orthophoto of the city and generated index maps for movement network, environmental, water supply socio-economic and other important assets
- Conducted inventory of the assets of the city and decoded them
- Developed standardized Geo-data base of the asset of the city
- Prepared and presented inception report of the assets.
- Organized theoretical and practical based training for data collectors, supervisors and data encoders
- Consulted all concerned sectors of the city in asset management and planning
- Prepared effective management plan of all asset owned by the city

Thus, Mojo City municipal administration appreciates the professional practices of the consultant and wishes all the best in its future carrier.

With Best Regards,



Hamid Yasin Dastuu  
 ኃይለ ገብረ ገብረ  
 Kantibaa  
 ከገገ

v) Environmental and Social management system(MoWE-ESMS)



ውሃና ኢነርጂ ሚኒስቴር  
MINISTRY OF WATER AND ENERGY  
የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ Federal Democratic Republic of Ethiopia

ቀን 03-05-2022  
Date  
ቁጥር Mowe 01/06/22  
Ref. No.

GTG Consultancy PLC  
Telephone: +251 917805549/0911900133  
Addis Ababa

Ref. Environmental and Social Management System (ESMS) for access to distributed Electricity and Lighting in Ethiopia (ADELE) Program (ET\_MoWE-278556-CS-CQS)

Subject: Notification of Contract Award

Dear Sir,

It has to be recalled that Ministry of Water and Energy invited your company to Submit Technical and financial proposal for the above referred consultancy services. In line with this, you have submitted your proposal on 08 March 2022. Following these scenarios, negotiation has been carried out with your company on 5<sup>th</sup> April 2022 and agreement was reached on the technical and financial proposal.

Therefore, we would like to inform you that your company is proposed for award of contract for Environmental and Social Management System (ESMS) for access to distributed Electricity and Lighting in Ethiopia (ADELE) Program (ET-MoWE-278556-CS-CQS) with total contract price of **ETB 3,916,900 (ETB Three Million Nine Hundred Sixteen Thousand Nine Hundred) including 15% Value Added Tax.**

Finally, please submit the following documents for signing of contract on or before Friday 5<sup>th</sup> May 2022.

1. Revised work schedule of three months
2. Letter confirming availability of key staff for the assignment signed by the individual expert

Copy//

- > Ministry of Water and Energy, Minister Office
  - > Energy Sector, State Minister
  - > Chief Executive Management Office
  - > LEO, Electrification and Energy Information
  - > Procurement Executive Office
- Ministry of Water and Energy**



With Best Regards,

Olkeba Bashe Gindaba  
Chief Executive Officer

ስልክ 011-662-63-25  
Tel. 011-662-55-06

ፖ.ሣ.ቁ. 5744  
P.O.Box

አዲስ አበባ - ኢትዮጵያ  
Addis Ababa -Ethiopia



Payment Certificate of MoWE



ቀን 05-07-2022  
Date  
ቁጥር MoWE-06/2022  
Ref. No.

To Whom it May concern

Subject: Completion Certification

GTG Consultancy PLC and Ministry of water and Energy has agreed on the consultancy service for Environmental and Social Management system for Access to distributed Electricity and Lightning in Ethiopian on April 5, 2022 on total amount of 3,916,900.00 (three million nine hundred sixteen thousand nine hundred ETB).

Based on the contractual agreement, GTG consultancy PLC has successfully completed the preparation of the inception report to the World bank and the MoWE Key persons, conducted all necessary data collection, presented the draft report to all stakeholders and submitted the final report to our ministry.

MoWE found out that GTG Consultancy PLC is a competent, dependable and responsible firm that executive the agreed assignment with the defined time period and amount. Please never hesitate for any inquiries.

Copy//

- Ministry of Water and Energy, Minister Office
  - Energy Sector, State Minister
  - Chief Executive Management Office
  - LEO, Electrification and Energy Information
  - Procurement Executive Office
- Ministry of Water and Energy**



With Best Regards,

Olkeba Bashe Gindaba  
Chief Executive Officer

- vi) Environmental and Social Management System Implementation Auditing for Burayu, Sabata, Bishoftu, Laga Tafo Laga Dadhi and Sululta towns





vii) Consultancy Service for Asset Management and Inventory-Shaggar City ,Ethiopia

**Oromia National Regional State**  
**Snagar City Administration**

**Consultant Agreement**

**Project:-Consultancy Service for Asset management inventory.**

**Procurement No:-**  
**BMSH/Municipal/Con/0016/2016.**

**Consultant:-GTG Consultancy PLC.**

**Location:-Shaggar City**



**Date: Jun, 06/2024**  
**Shaggar**

## **Contract Agreement**

### **For the Procurement of**

**Procurement Reference No: BMSII//Municipal/Con/-0016/2016**

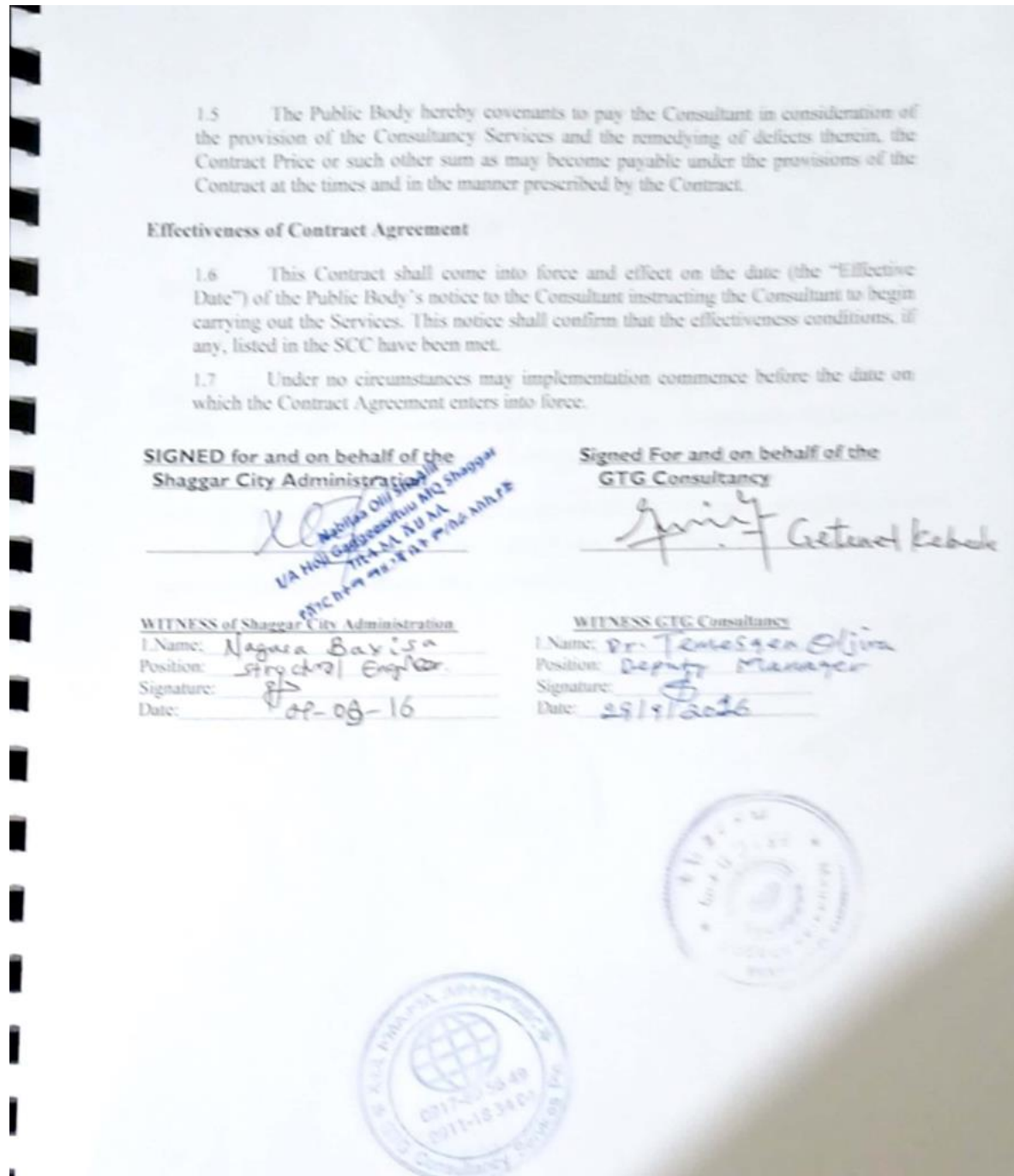
This Contract Agreement is made on the **06** day of the month of **June 2024** **BETWEEN Shagar City Administration** and having its principal place of **Shaggar**(hereinafter called the "Public Body").

**And GTG Consultancy PLC**

a corporation incorporated under the laws of and having its principal place of business at Finfinne (hereinafter called the "Consultant"), of the other part

#### **WHEREAS**

- (a). The client has requested the Consultant to provide certain Consultancy services as defined in this Contract (hereinafter called the Services) GTG Consultancy PLC Consultancy services for Consultancy



6.2 Consultancy Team composition: Asset/Valuation Expert, GIS/GPS Specialist, Data/Registry Analyst, and field verification team.

In order to proof our professional qualifications and capability the following table contains [GTG consultancy PLC](#) personnel statistics for the current and the previous years.

Manpower	Year before last		Last year		This year	
	Overall	Specialists in Technical Area	Overall	Specialists in Technical Area	Overall	Specialists in Technical Area
Permanent	6	6	9	9	20	19
Temporary	9	8	12	11	8	8
TOTAL	15	14	21	20	28	27