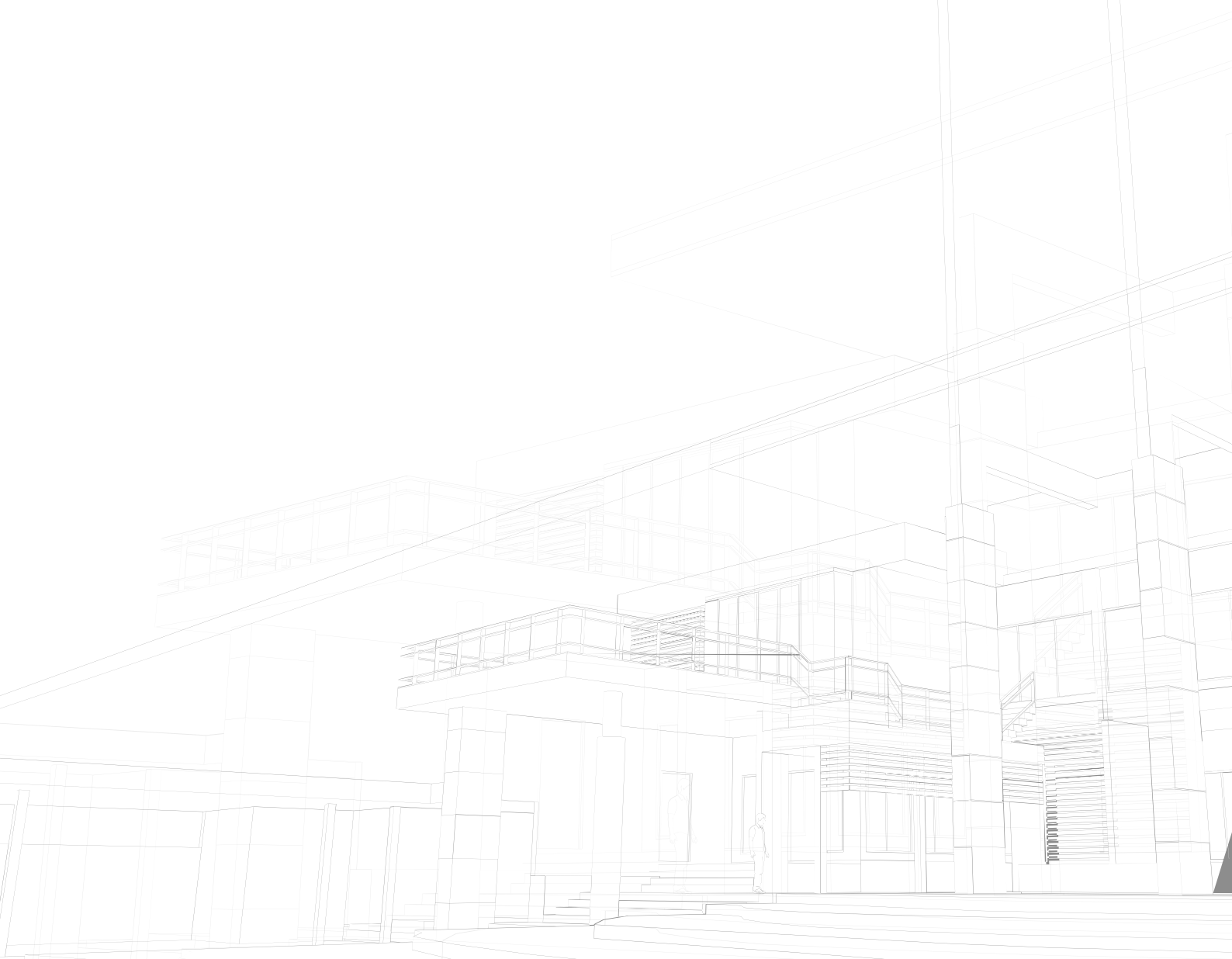




Company Profile





“Construction is an opportunity to leave a lasting legacy.” – Unknown

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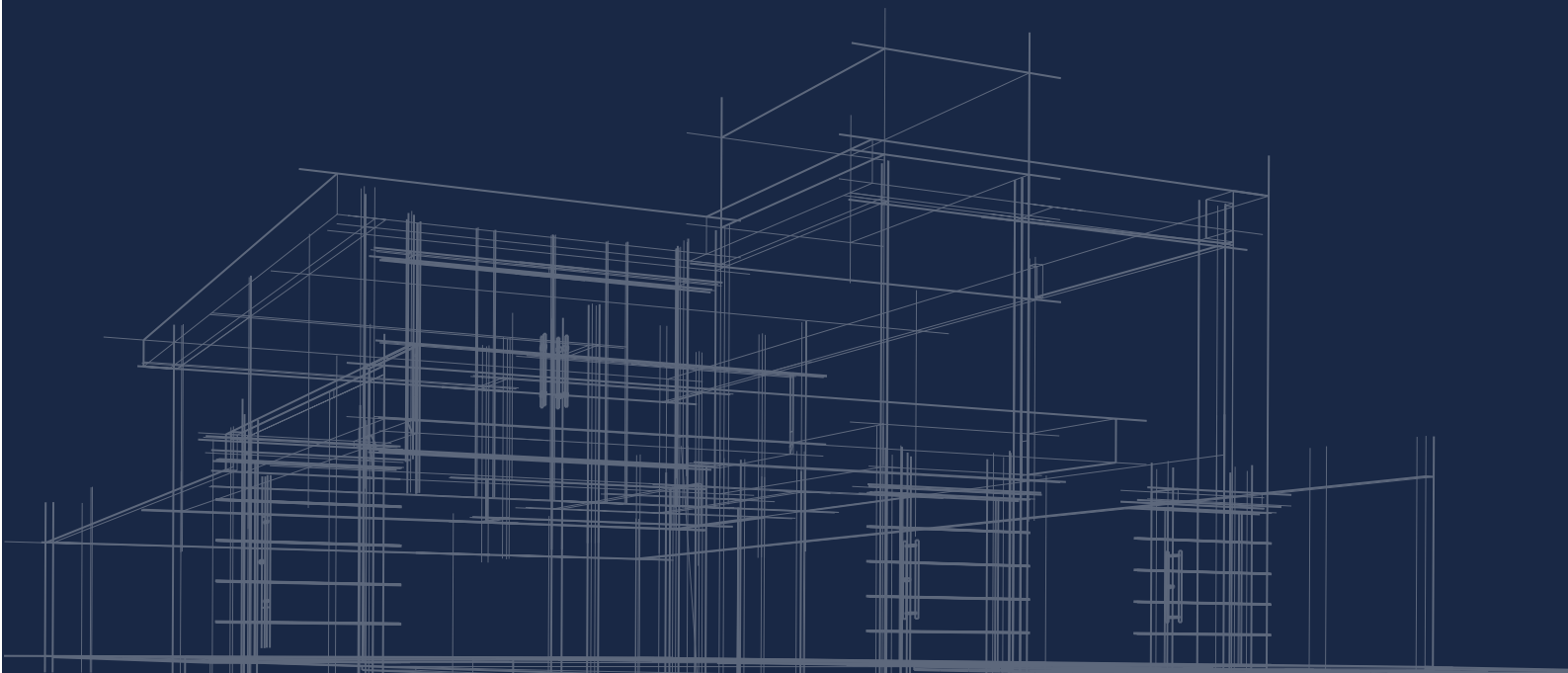
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Introduction

“Leadership is the art of getting someone else to do something
you want done because he wants to do it.”

- Dwight D. Eisenhower



Executive Summary



Firmcare Construction Private Limited is a development company registered in 2022. Firmcare construction seeks to revolutionise the way housing projects are delivered to the African Market. The business itself has been years in the making. We are a convergence of gaps identified in the real estate sector from a financial, legal and engineering perspective.

Firmcare Construction is a full-service construction company that operates in both private and commercial market segments. The company has an inclination for undertaking large, niche projects, fostering innovation, embracing emerging technologies, and making a difference for their clients, employees and the communities they work in. Our work ethic stems from a steadfast commitment to the client's vision infused with a culture of balance, integrity, leadership and loyalty.

We transform the construction experience through creation of an environment that fosters collaboration and project team engagement. With a workplace that attracts and retains talent, we are proud of the dedication, skill, and integrity of each of our employees, and their unique contributions in building our high-performance teams.

Our people truly set us apart from the rest through their dedication to providing world-class service to our clients, resolve for delivering exceptional work, competitive capacity for innovation and problem solving and unwavering commitment to improving the communities we serve.



Mr Mpofu is a registered Legal Practitioner, Conveyancer and Notary Public with an Honours Degree in Laws from the University of Zimbabwe and is an LLM (Masters in Laws) Candidate from the University of East London; UK and a Masters in Commercial Laws (LMCO) candidate from the University of Zimbabwe. He sits on several boards of mineral trading companies and construction enterprises at an advisory and policy implementation level.

Sikhumbuzo Mpofu
Director

Our Ethos



VISION

To be the highest value provider of construction services and technical expertise

MISSION STATEMENT

To form partnerships resulting in innovative, cost-effective, and quality construction, exceeding our customers' expectations in a safe and reliable environment.

VALUES

Safety— Creating a safe and reliable environment is a priority. We never compromise safety. To us, no project is successful unless it is built on safety

Integrity – Our word is our bond with one another, as well as our customers. Doing what we say we'll do every time—honestly and reliably—is the only way we operate.

Quality – Your dream and everyone's dream. We are uncompromising in our pursuit of excellence, and we take great pride in delivering high-quality assets and experiences.

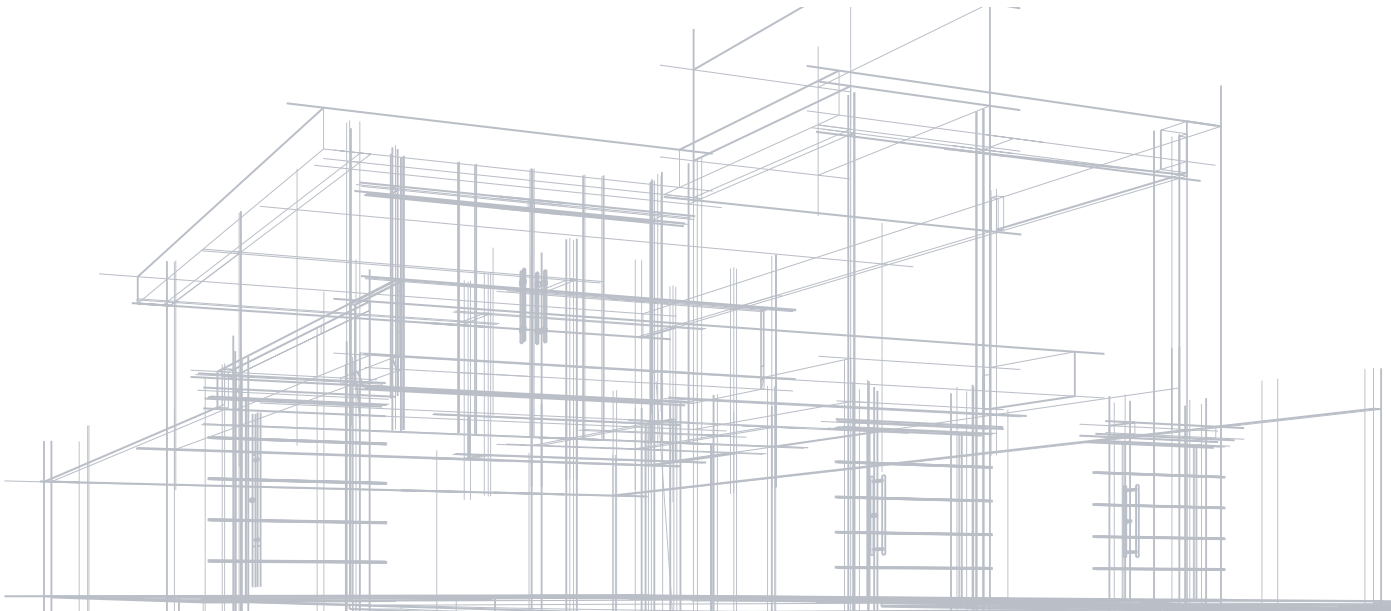
Teamwork – We are all about teamwork. Providing high-quality training programs, benefits, and growth opportunities so our team can experience long, fulfilling careers is a cornerstone of our success.

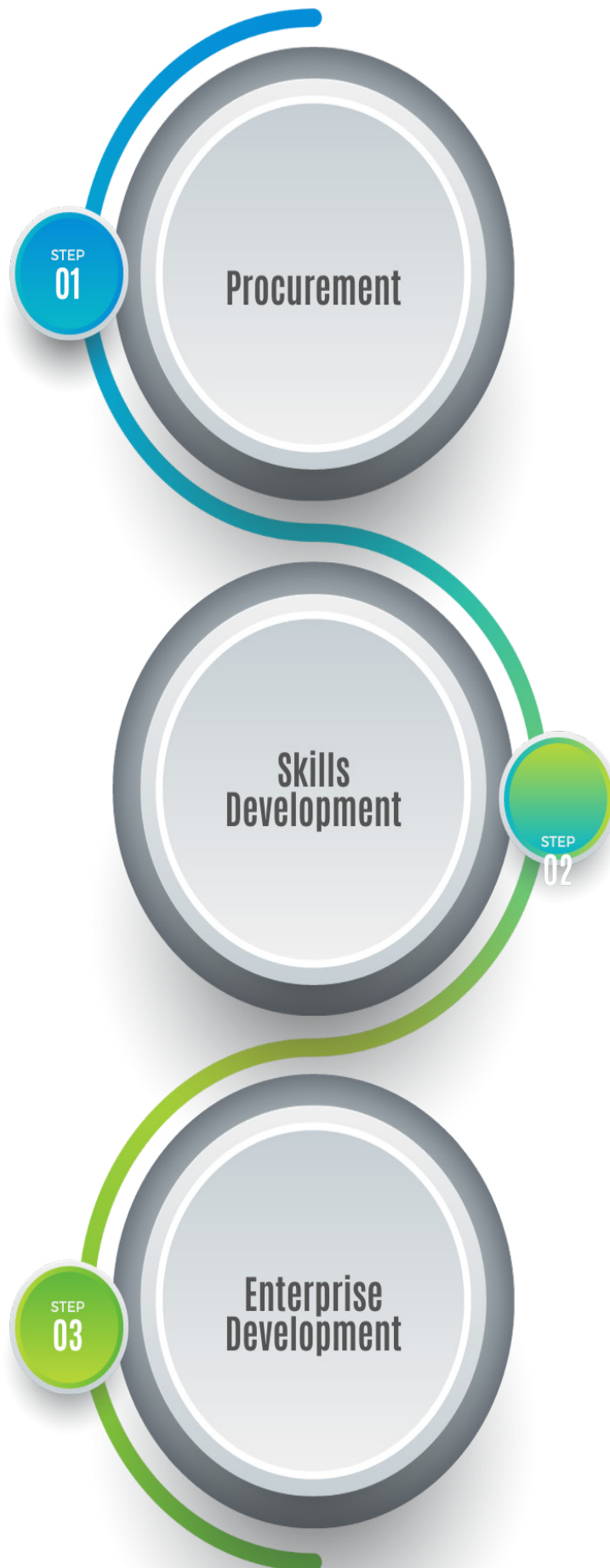




Economic Development

Through persistent and focused total quality management procurement initiatives, Firmcare has built a reliable global supply chain,





Procurement

Through persistent and focused total quality management procurement initiatives, Firmcare has built a reliable global supply chain, which forms a key contribution to our ongoing success under tremendously competitive market conditions.

It is the policy of Firmcare to promote participation of local small businesses and entrepreneurs in the communities where we undertake our projects. We strive to improve the current inequalities facing emerging businesses in Southern Africa. To achieve this Firmcare Construction encourages increased participation of MSME's in procurement activities. In keeping with this policy Firmcare Construction has set the following objectives:

- Increase the amount of spend on small business owned by youths and women owned businesses
- Increase the amount of spend on procurement from competent emerging contractors

Skills Development

Firmcare Construction is committed to the promotion of skills development, education and training within the Construction industry. Recognizing that our employees, subcontractors and stakeholders are an important element in the success of our company and a source of sustainable competitive advantage, our Directors and Management are fully dedicated to the training and development of all Stakeholders.

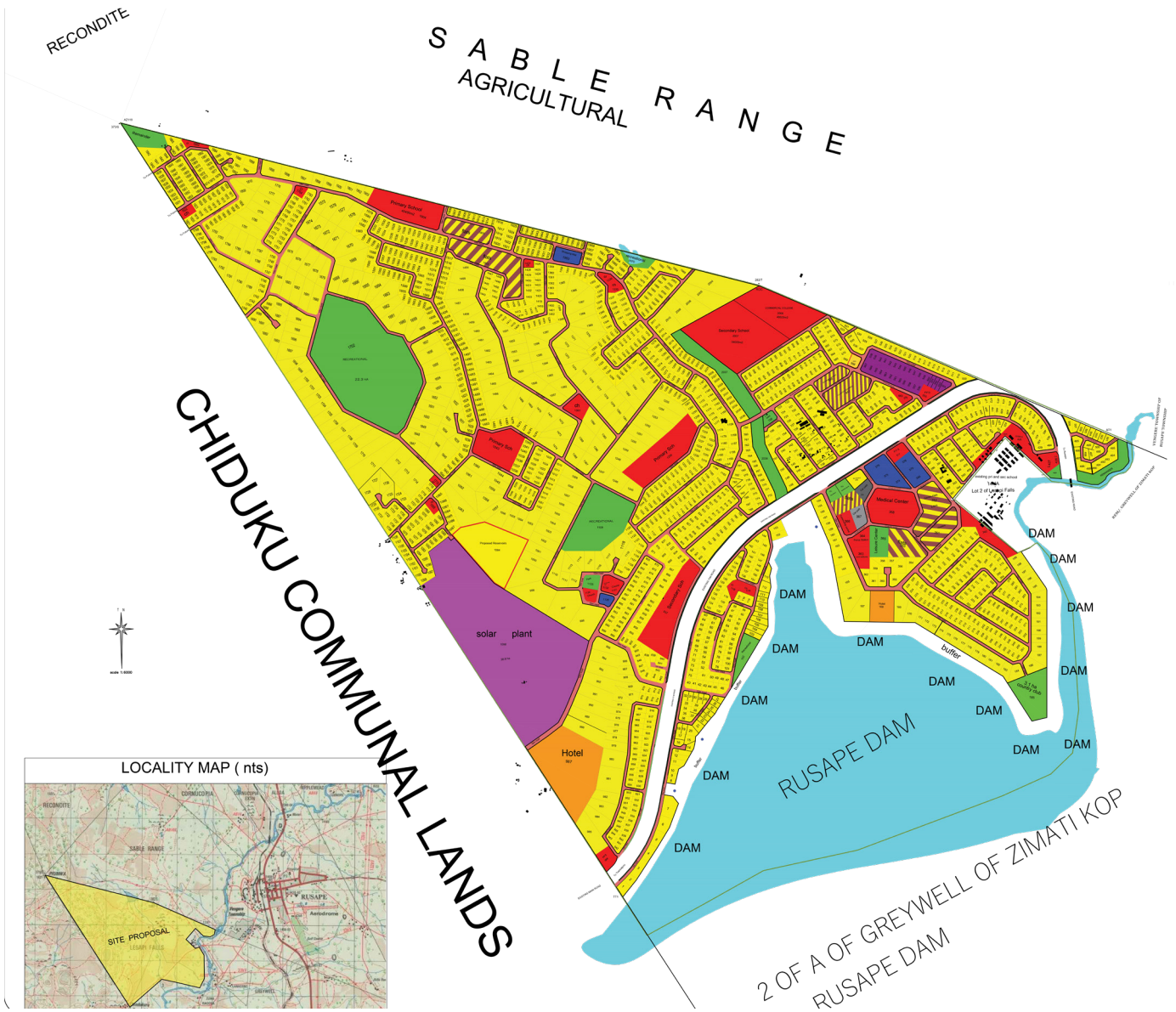
Enterprise Development

Firmcare Construction encourages and supports the increased participation of Micro Small to medium scale MSME's) in the Construction industry, by creating an enabling environment conducive to the development and growth of MSMEs. Our Enterprise Development Initiatives are designed with the aim of assisting small businesses to develop and grow into self-sustainable enterprises. The assistance we have provided in the has been as follows:

1. Guaranteed work opportunities on existing Firmcare projects
2. Financial assistance
3. Training and Development of employees
4. Management Mentorships

Firmcare Construction believes in assisting current subcontractors with skills in estimating and administrative training. We also have assisted companies in attaining their applicable statutory registrations.





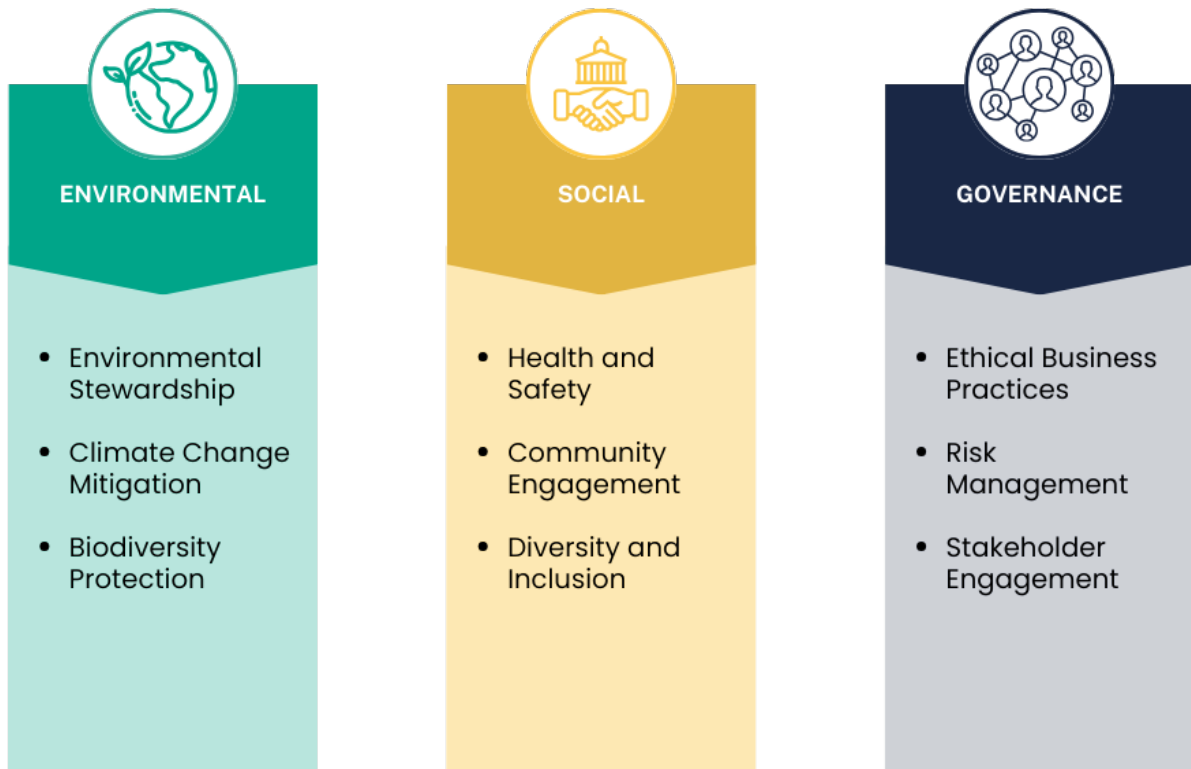
Firmcare Construction is a key implementation partner in the roll out of Utandi Estates. Utandi Estates is an urban settlement that will blend nature and social activity. The project is being rolled out adjacent Rusape Dam after the Zimbabwean Government approved the conversion of 700 hectares from private title.

The project will comprise of 2000 low density stands, a hotel, recreational space, sports facilities, schools, service stations, a food court, shopping malls and an industrial site that will be part of the first phase of development. This will lead to the expansion and increase in value for Rusape Town.

These are some of the projects that positively impact local economies through job creation and value addition. Firmcare Construction is proud to be a part o this project and seeks to continuously participate in projects such as these across and beyond the region.



Environment Social Governance ESG



At Firmcare Construction, we are dedicated to conducting our real estate development and construction consulting business in a way that adheres to the highest standards of environmental stewardship, social impact, and corporate governance. We understand that sustainable practices are essential for the long-term success of our company, as well as for the well-being of our employees, stakeholders, and the communities we serve. Our ESG principles guide our decision-making processes and motivate us to continuously improve and innovate in these areas.

Environment

Environmental Stewardship: We are dedicated to minimizing our environmental impact and preserving the natural resources of the regions we work in. We strive to conserve water, reduce energy consumption, and manage waste responsibly throughout our operations.

Climate Change Mitigation: We actively seek opportunities to reduce greenhouse gas emissions and adapt to the challenges posed by climate change. We promote the use of sustainable construction practices, invest in renewable energy technologies, and work towards minimizing our carbon footprint.

Biodiversity Protection: We are committed to protecting and enhancing biodiversity in the areas where we operate. We work closely with local authorities, environmental organizations, and communities to ensure that our projects consider and mitigate any potential impact on local ecosystems and species.

Social

Health and Safety: The well-being and safety of our employees, contractors, and stakeholders are of utmost importance to us. We prioritize maintaining a safe working environment and adhere to rigorous health and safety standards. We provide regular training and resources to our employees to ensure they are equipped with the knowledge and skills necessary for their roles.



Community Engagement: We actively engage with the communities in which we operate, fostering positive relationships and open lines of communication. We strive to understand and address their concerns, contribute to local economies, and support community development initiatives. Through partnerships and collaborations, we aim to create lasting social value.

Diversity and Inclusion: We value diversity and inclusion as fundamental principles within our company. We strive to create an inclusive work environment that respects and embraces the unique perspectives, experiences, and backgrounds of all individuals. We promote equal opportunities and fair treatment for our employees, suppliers, and business partners.

Governance

Ethical Business Practices: We operate with the highest standards of integrity, transparency, and ethics. Our business practices comply with all applicable laws, regulations, and industry guidelines. We maintain robust internal controls and governance structures to ensure accountability and responsible decision-making.

Risk Management: We have comprehensive risk management processes in place to identify, assess, and mitigate risks across our operations. We regularly review and update our risk management strategies to adapt to changing circumstances and emerging challenges.

Stakeholder Engagement: We believe in active and meaningful engagement with our stakeholders, including employees, customers, suppliers, investors, and regulatory bodies. We listen to their feedback, address their concerns, and integrate their perspectives into our decision-making processes.

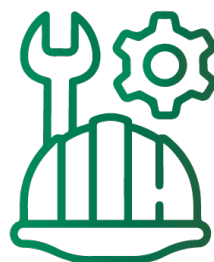
Sustainability and responsible practices are fundamental to Firmcare Construction's business strategy and core values. We believe that by embracing these practices, we are not only contributing to a better future for our company but also for the environment and the communities we serve. We are committed to continual evaluation of our performance, setting ambitious targets, and reporting on our progress to ensure transparency and accountability in achieving our ESG goals.

SHEQ



QUALITY

Top Management is committed, in all operations, to establish, sustain and increase client satisfaction by maintaining and contentiously improving the ISO 9001:2015 Quality Management System.



HEALTH & SAFETY

It is the objective of Firmcare Construction to provide a working environment that is conducive to Occupational Health and Safety.



ENVIRONMENTAL

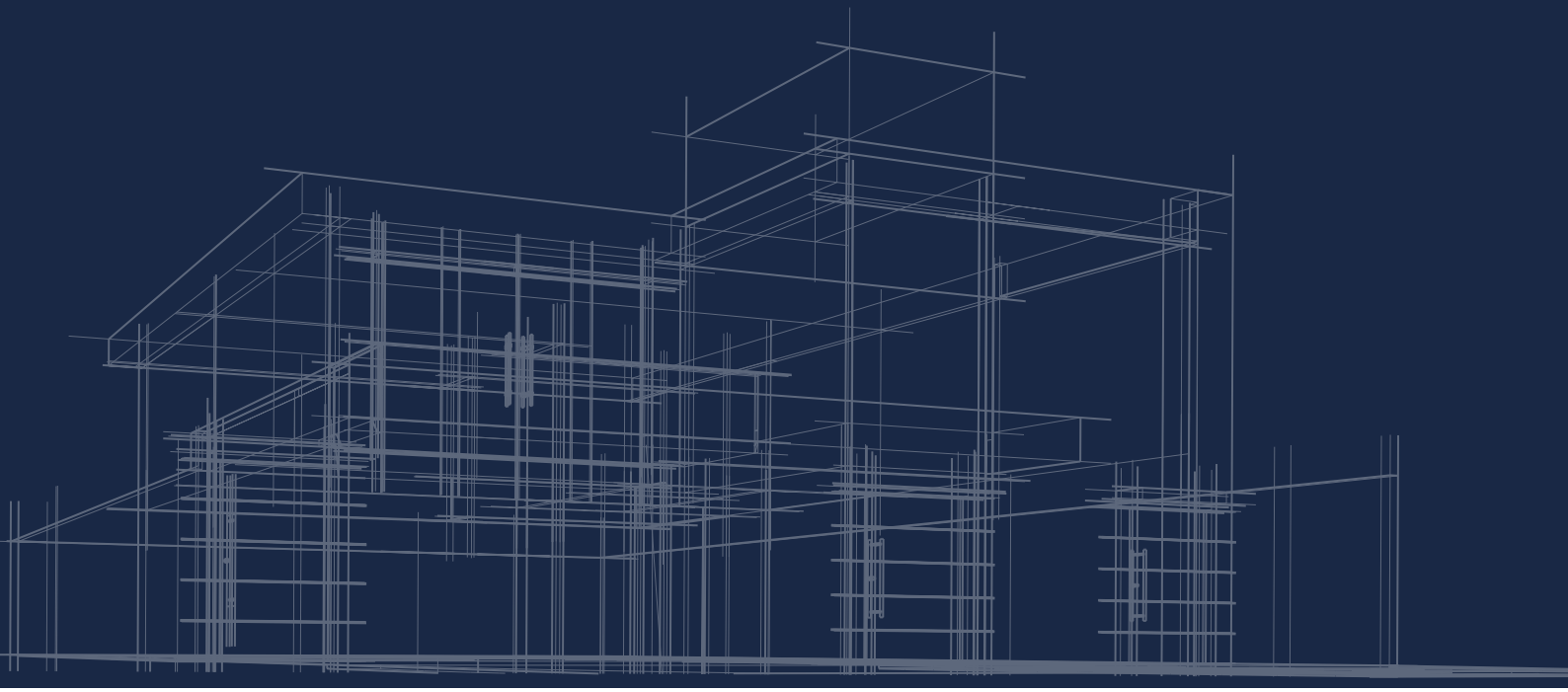
It is our objective to be committed to the protection and preservation of the environment by minimizing and mitigating environmental impacts arising from our activities, products and services to prevent pollution.



Outlook of the Real Estate Sector

“Corporate governance is not just about rules and regulations. It’s about creating a culture of integrity, transparency, and accountability.”

- Mervyn King, former chairman of the UK Financial Services Authority





Market Overview

Total global investment volume in real estate... Stood at 3.7 Trillion in 2021



Emerging Engagement Strategies:

Bundling of commercial real estate and facility management services in a single contract

End -User	CAGR 2020-2021
Industrial	3.32%
Commercial	13.15%
Residential	6.94%



2021 Market Share



Industrial



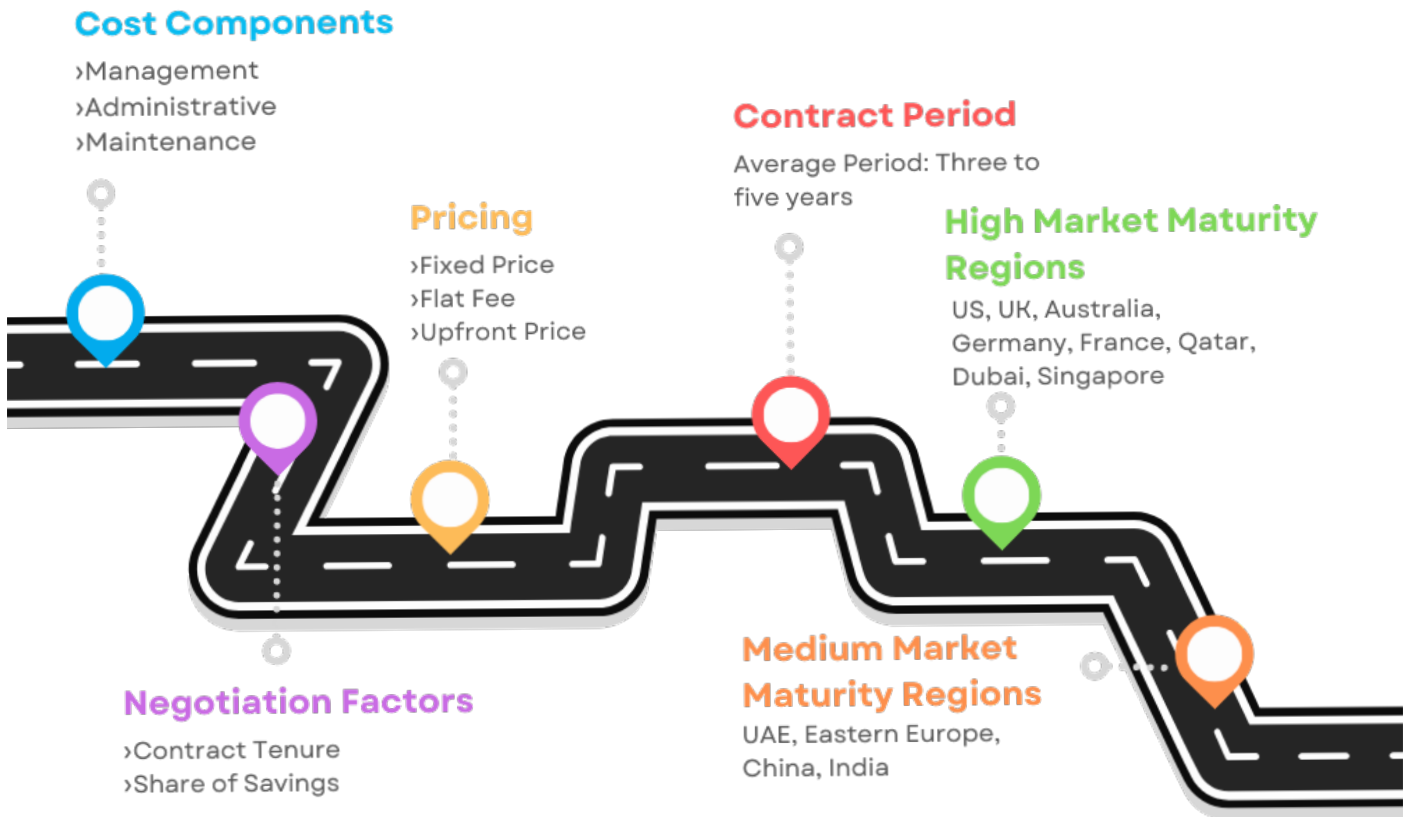
Commercial



Residential

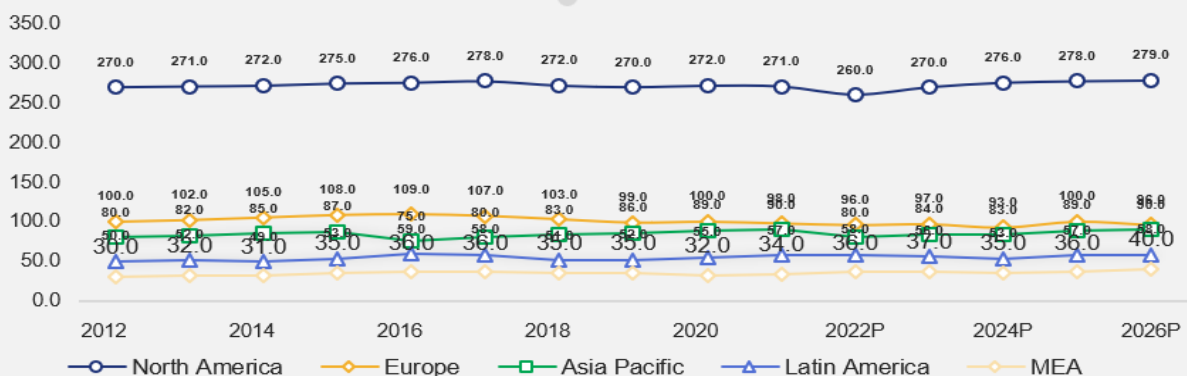


Global Market Outlook



Regional Market Outlook

Real-estate market size, by million units sold, 2014-2025





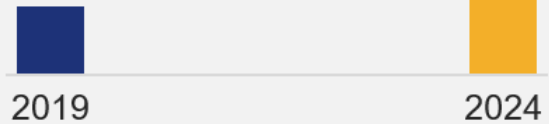
Market Size in 2020

\$143 Billion



Incremental Growth

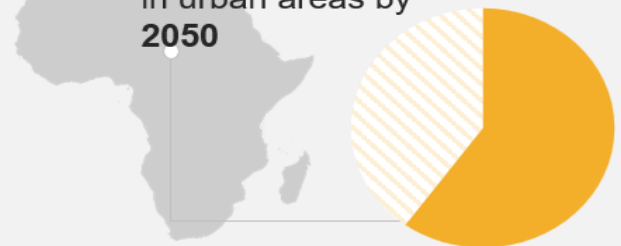
\$ 3,825.16 bn



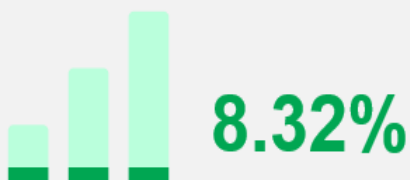
Key driver for real estate service market in **2022** will be the increasing emphasis on **“Green Buildings”**

60%

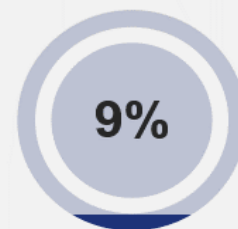
Of **Africa's** population will live in urban areas by **2050**



The year-over-year growth rate for 2021 is estimated at



Market Growth will **Accelerate** at a CAGR of about



Local Market Outlook



Zimbabwe

With more than 100000 jobs added since

August **2018**

Harare city will continue to expand at a rapid rate resulting in multifamily demand that easily exceeds new supply



We consider Market depth as we strive For investors to get a speedy return on investment



We go where the audience is, the diaspora represents a prime market for High end residential property investment



We make sure we have priced our product at a price point that will be appealing to the target audience



Population growth rate

1.54% p.a

17TH
Largest economy in Africa

15 M
2021 Population

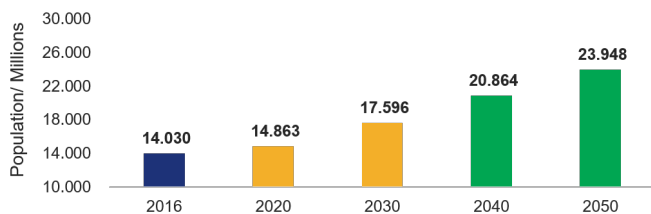
10
provinces

5
Major Cities

390,757
Square kilometers

68%
Of residence live in rural areas

Zimbabwe Population Growth Estimates



Property Selection Factors



Crime Rates



Age of Multi-Family Properties



Job Specific Location Areas



Disposable Incomes



Buyer Preferences



Scalability



Social Standing



Proximity to amenities

Conclusion



Our company focuses on market selection and makes investment decisions based on time-tested econometric model

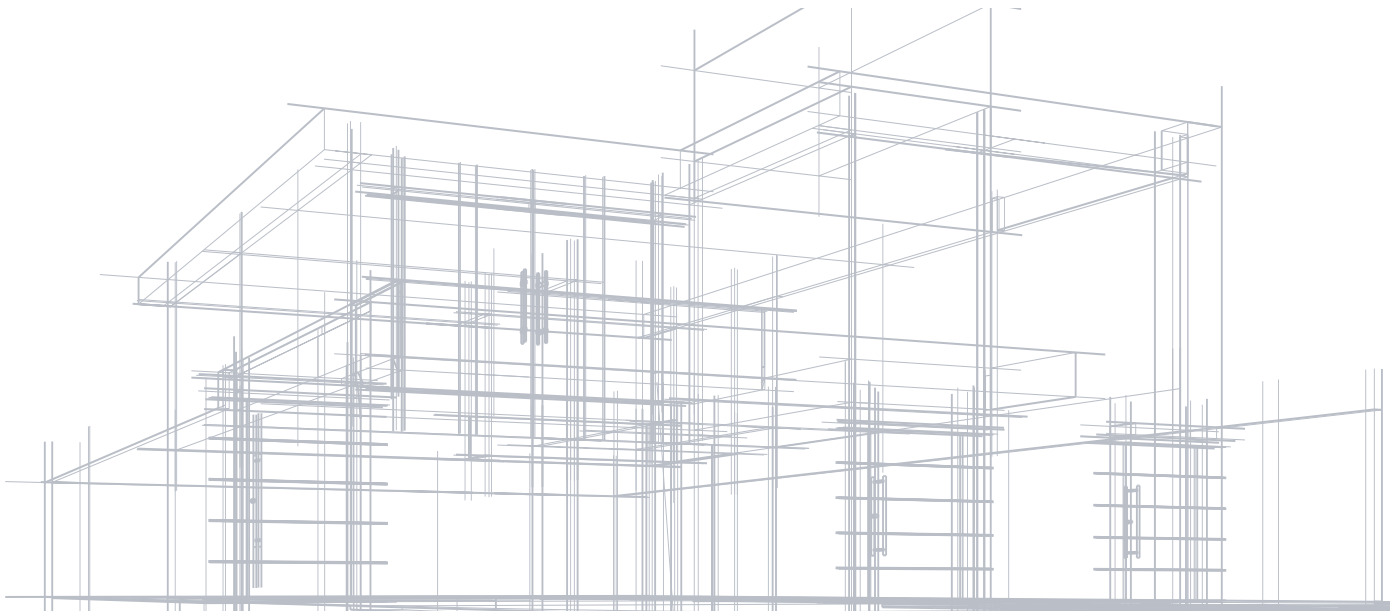


We track multiple key metrics to analyze threats and opportunities to the business

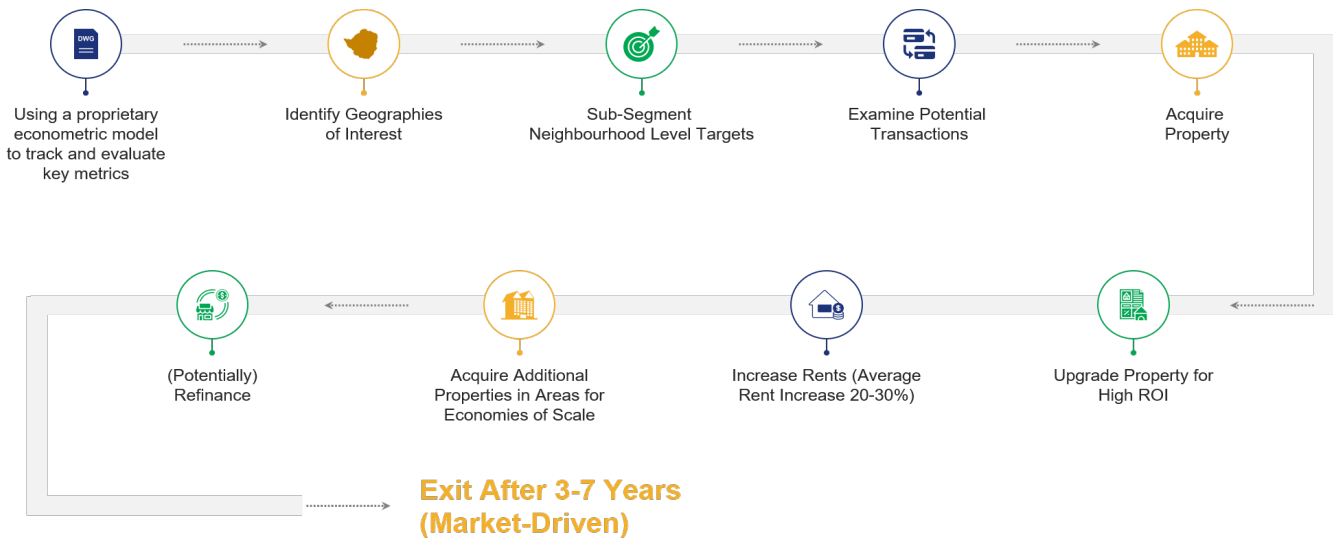


Partnering with Firmcare Construction

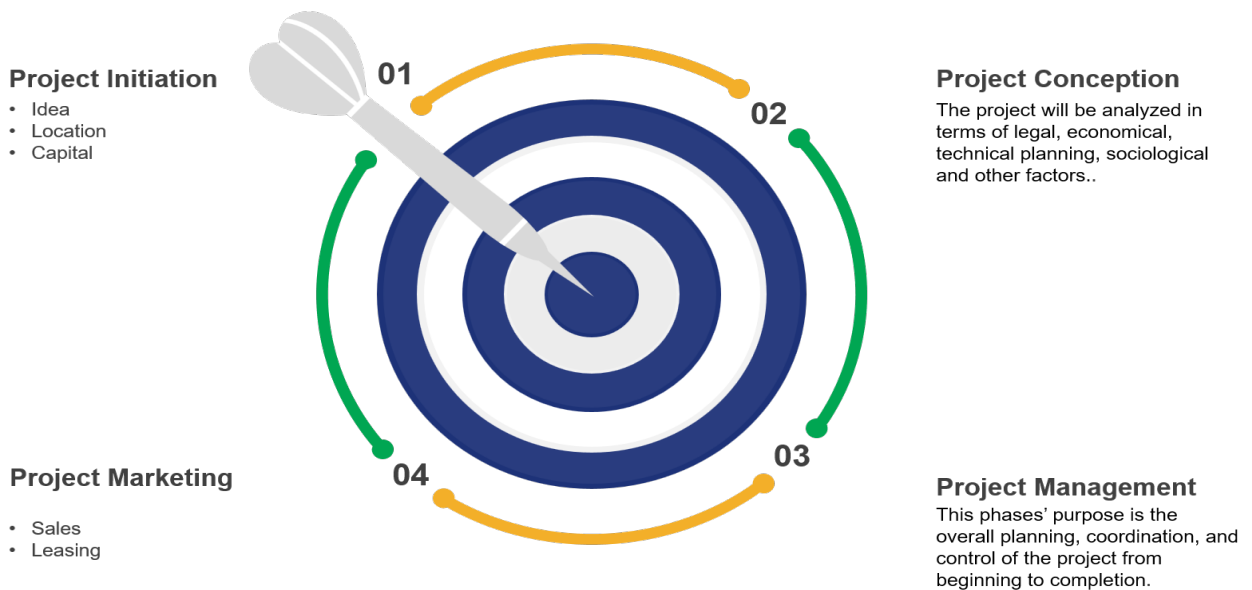
Through persistent and focused total quality management procurement initiatives, Firmcare has built a reliable global supply chain,



Our Methodology for Real Estate



Project Phases



Project Marketing phase can start very early and should be executed throughout the project to reduce project risk.

In this phase, the necessary conditions for the development will be created. There are three fundamental approaches to every real estate development:

Location seeks capital and idea: A company, for example, seeks a project idea and an investor for an existing property they own. This is often the case if the companies' core business is not real estate related. If you are an architect you probably have experienced the situation when an investor asks you to develop an idea for a special site.

Idea seeks location and capital: In this case a precise idea or demand is existing and the goal is to find a suitable location and provider of capital.

Capital seeks location and idea: In this case an investor wants to invest in real estate due to different reasons, i.e. pension funds or other institutional investors.

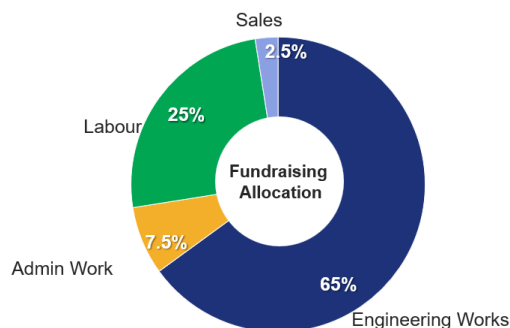
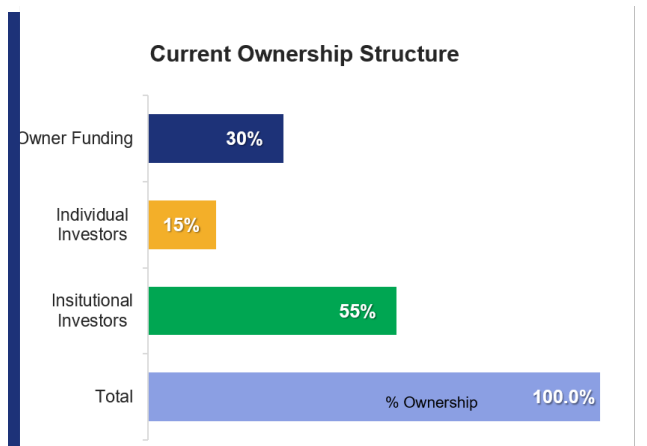
The start of a project often begins with only one factor – idea, location or capital. The missing parts need to be procured in the first stage. Then a rough project description with usage and measures (usable square meters or footage) should be produced.

After that a preliminary developer calculation will be performed. There are two ways developers calculate in this early stage: the “Front Door” approach and the “Back door” approach. The final step of the initial phase is the assurance of land through a buyers option for example.



How it works

Our objective is to create a win – win – win scenario for asset holders, investors and our team.



How we are Different

Attractive Returns

Investors will earn a minimum of 12% annual preferred return by investing in our firm
ROI on properties sold has been 20%
Value preservation

Strong stakeholder management

Commitment to transparency in all aspects of operations
Governance structure

Why Partner with Us

Proven Strategy

Residential Property investment is a tried and tested Investment vehicle

Performance

Real Estate has been a safe haven investment option volatile markets.

Leadership

20+ years of real estate experience combined



Our vision and focus for next 5 years



Maintain investor IRRs of 20%

Maintain annual cash-on-cash returns of 5%



Continue to acquire strong performing assets with a long-term growth strategy

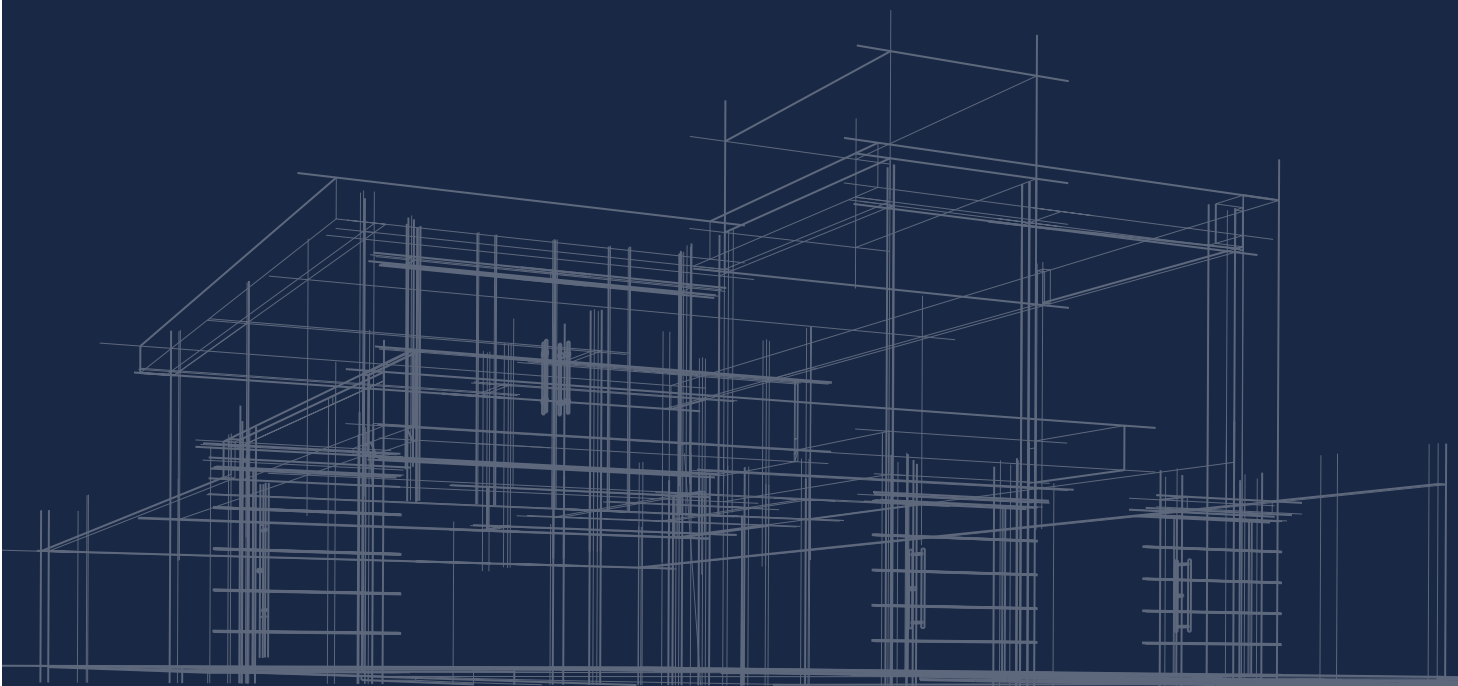




Corporate Governance

“Corporate governance is not just about rules and regulations. It’s about creating a culture of integrity, transparency, and accountability.”

- Mervyn King, former chairman of the UK Financial Services Authority



In line with industry best practices, the company is run by a board of directors appointed by the shareholders.



Board Committees

In line with industry best practices, the company is run by a board of directors appointed by the shareholders. The terms of reference of the Audit and Risk, Safety and Sustainability, Nomination and Remuneration Committees are set out below. All Committees are supported by the Company Secretary or nominee. Terms of reference of each committee are in the Appendix section.

Audit and Risk Committee

Chaired by Finance Director,
Responsibilities

- Financial statements
- Financial controls
- External audit
- Internal audit
- Risk management and assurance
- Whistle blowing



Remuneration Committee

Chaired by

Responsibilities

- Remuneration strategy and policies
- Remuneration packages
- Incentive plans
- Terms of reference of the Remuneration Committee

Nomination Committee

Responsibilities

- Structure and composition of Board
- Appointment of non-executive Directors
- Succession planning and talent management.
- Terms of reference of the Nomination Committee

Safety and Sustainability Committee

Responsibilities

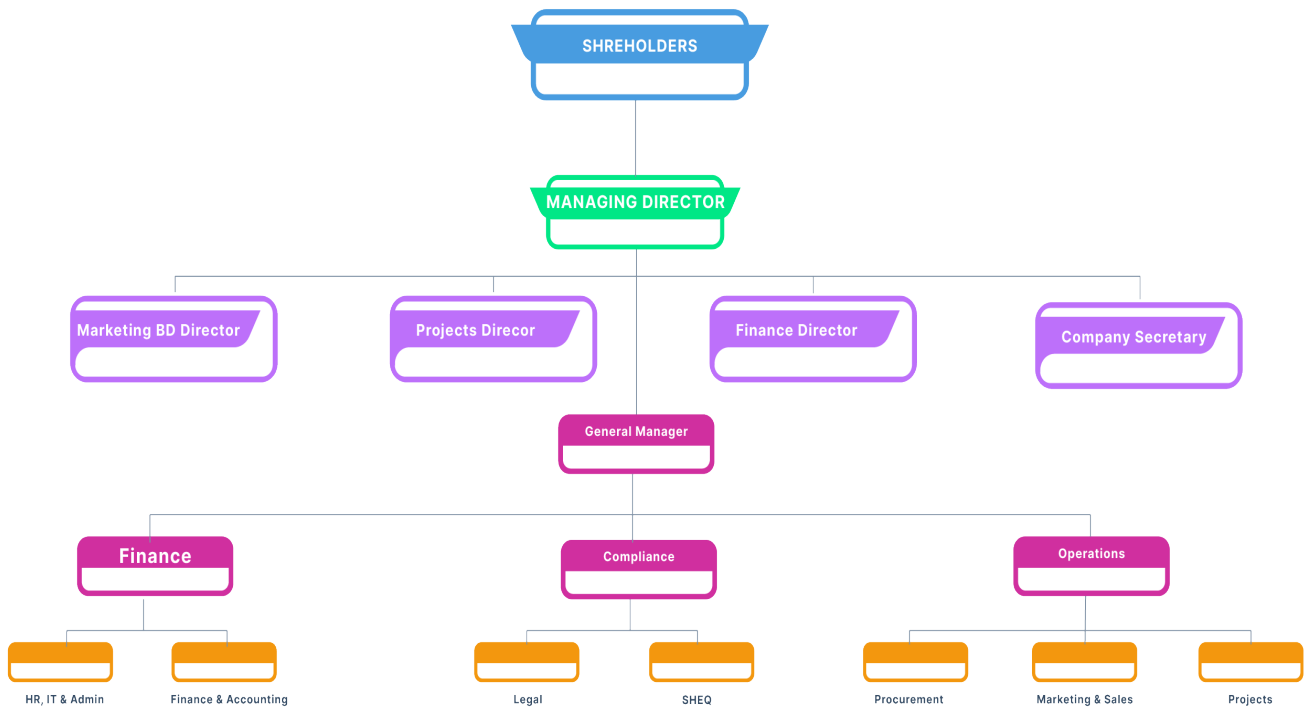
- Corporate values, ethics and Code of Conduct
- Health and safety
- Stakeholder management
- Sustainability
- Community engagement



Organogram



The following is the Firmcare Construction Organogram.



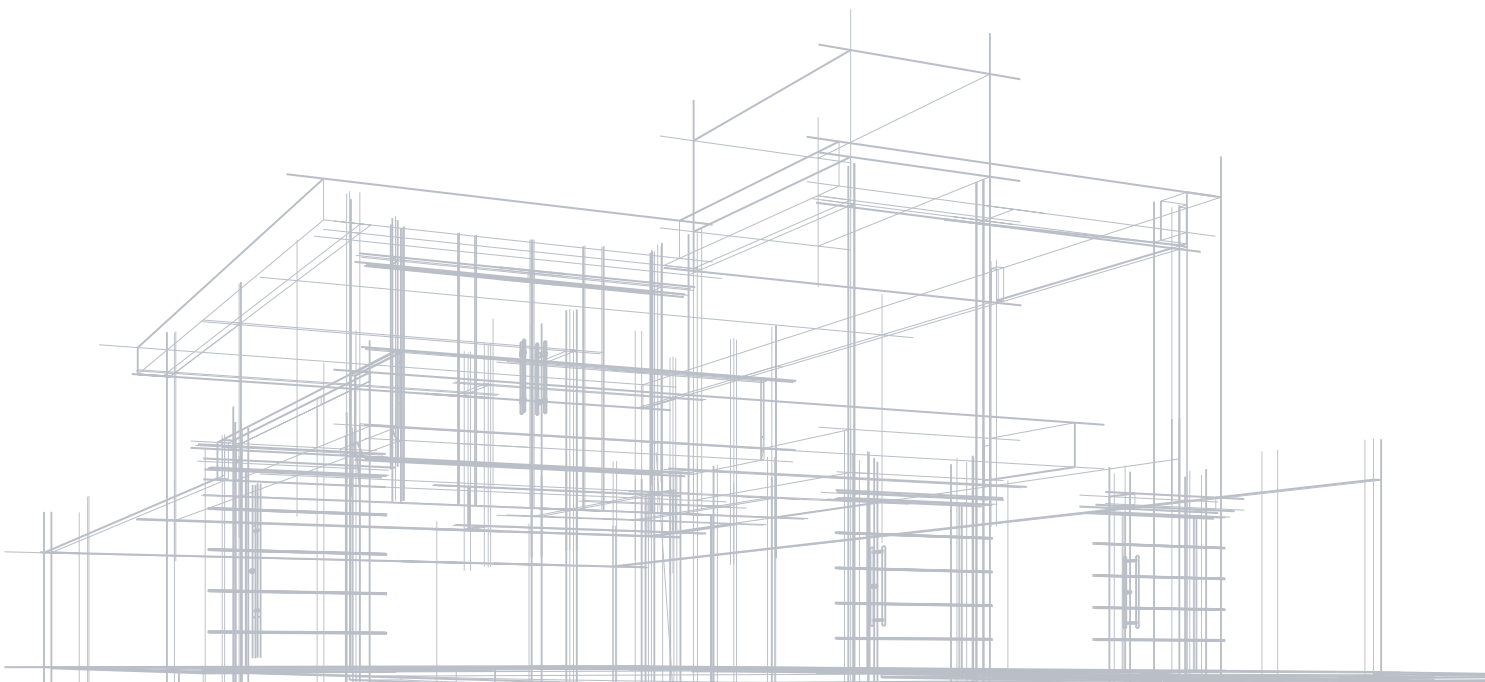
At the helm of our company’s governance stands a Non-Executive Chairman, a distinguished individual appointed by the shareholders to lead the board. This strategic leadership role ensures an unbiased perspective, fostering a dynamic environment where decisions are made with the company’s best interests in mind. The Chairman’s non-executive status emphasizes an objective approach, promoting transparency, accountability, and alignment with the collective vision of our valued shareholders.



Our Design, Build and Process

The process is not the destination. It is the journey itself that transforms us.”

- Mihaly Csikszentmihalyi, psychologist



1) Preliminary meeting about design/Budget

We will sit down and start by talking about what you want. This is a free consult meeting. We get to understand your vision and aspirations and relate to the expectations one has. This gives us the required formulation of what works for each project, obviously subject to feasibility studies conducted at a later stage. We pride ourselves in reflecting aspirations.

2) Architect meeting

A free meeting will be set up with one of our architects. We will discuss how you want your new project to look and feel like. It is an insight in the mind of the vision. After this we fully conceptualize the project and estimate costing as per preliminary designs. A feasibility study is conducted which takes into account the location of the project, the cost, the designs and the expected market outcome.

3) Development contract/Design phase

A development contract is drafted to embody the legal terms of the aspirations presented and approved. It gives you a record of the expected outcome and how that outcome will be managed.

4) Development completion/Construction Pricing

At this point your project idea is fully developed and we can now give you a hard bid on your actual construction project.

5) Construction contract/Pulling permit

A construction contract is signed, and we start the permit pulling process.

6) Construction

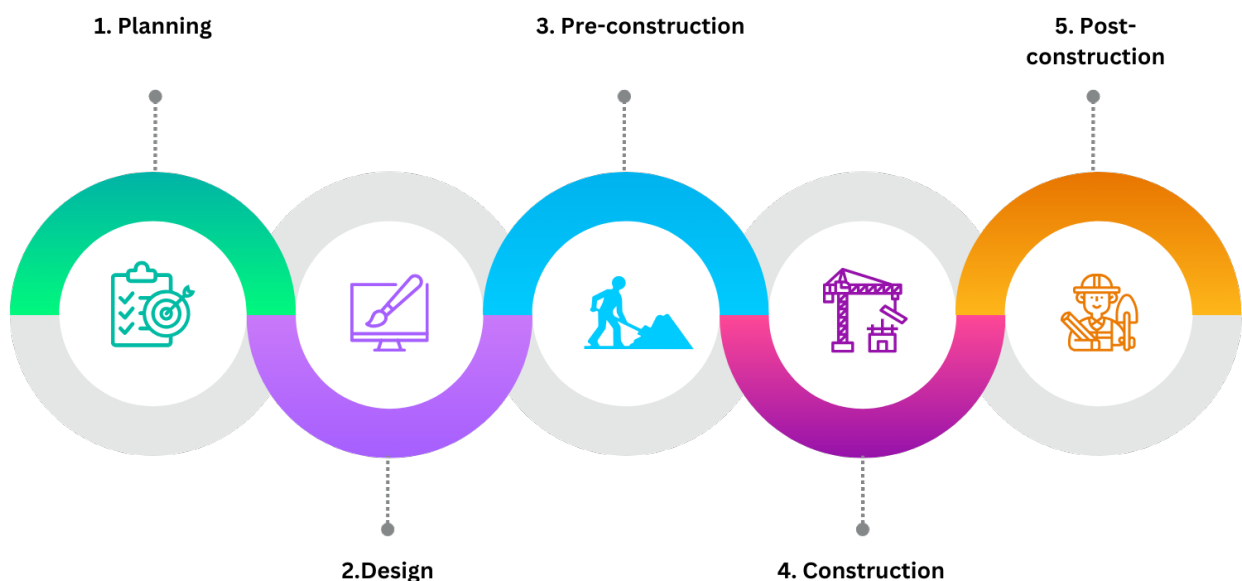
Every step of construction from approvals to breaking-ground until finishings to move-in.

7) Move-in/Punch-list

120 days after completion of your project we will return to correct any arising issues.

Our Process

Firmcare construction process is simple but effective because it is based on best practices and industry standards. It is also flexible enough to be adapted to any type of construction project, regardless of size or complexity.

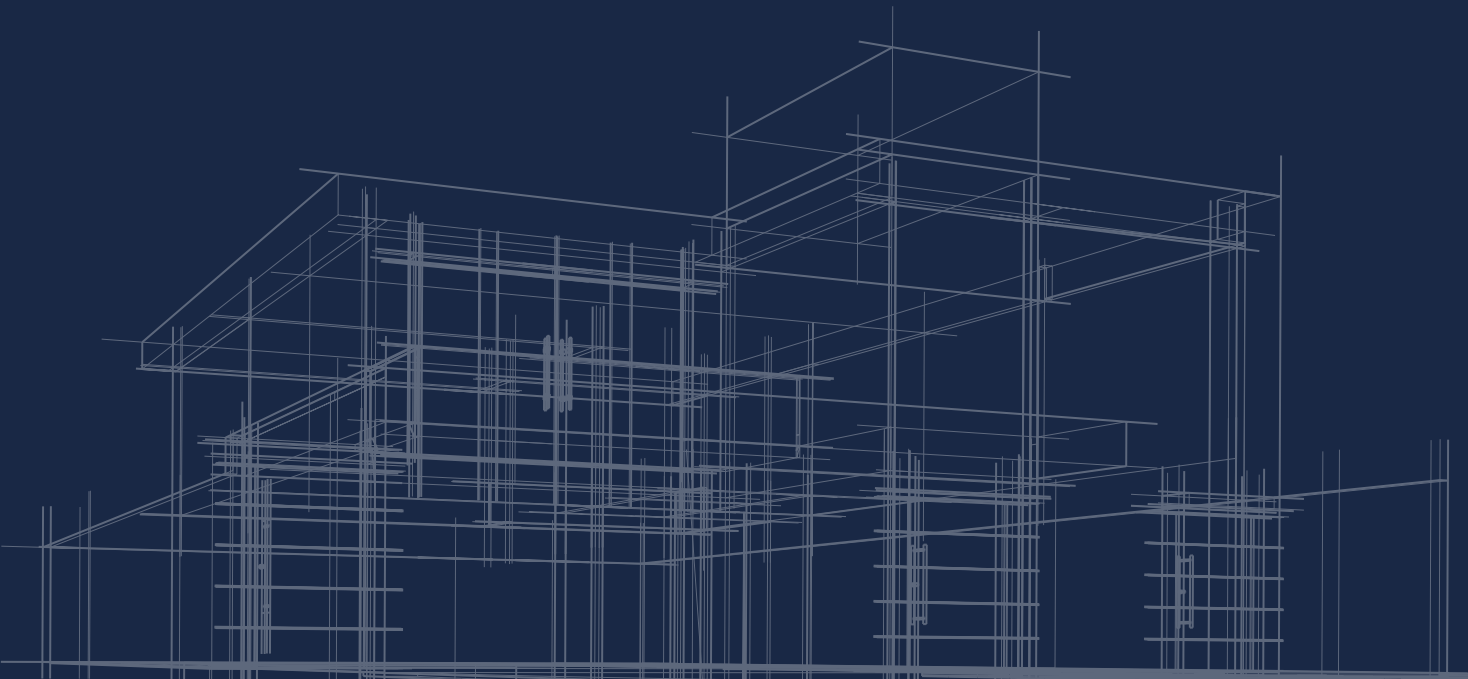




Services

Service is the rent we pay for being. It is the very purpose of life, and not something you do in your spare time.”

- Marian Wright Edelman, children’s advocate



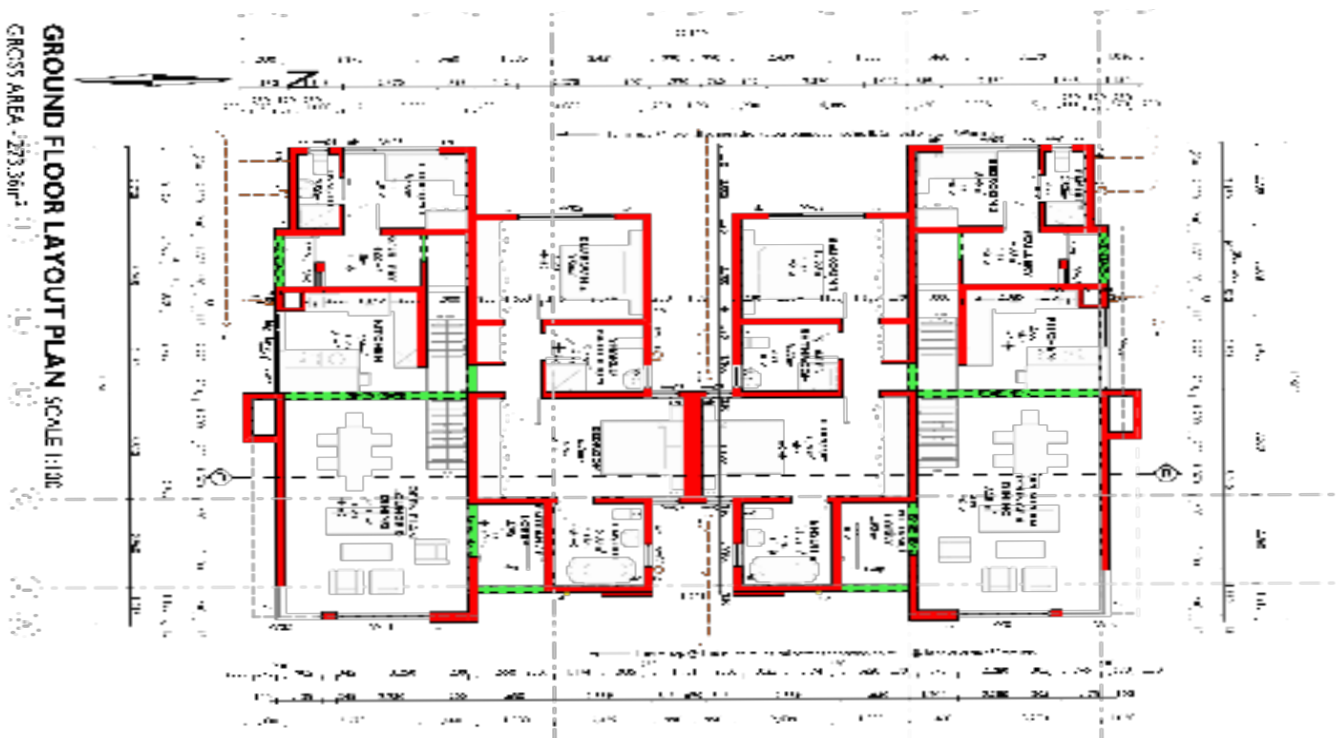


Our Service Offering.

Construction Consultancy Services

Planning and executing a construction project is a complex and challenging task. It requires a wide range of skills and expertise, from engineering and architecture to project management and cost control. That's where Firmcare construction consultancy services can help.

- Technical Advisory Services and Peer Reviews
- Regulatory Advice
- Technical Writing
- Planning Services, including Consent Processes
- Project Governance Advice
- Contract Administration
- Construction Procurement Advice
- Condition Assessments



Supplementary Services

These sub-service disciplines include a range of different services that are not necessarily linked to one of the established service categories.

- Industry and Market Research Services
- Building Science, including Testing and Research
- Portfolio Management/Review
- Risk Management
- Façade Design and Engineering
- Acoustic Design and Engineering
- Building Surveyor Services
- Land Surveying
- Thermal Performance
- Weather Analysis Modelling, including wind, rain and snow
- Archaeological Advice and Planning, including Heritage Site

Advice and Planning

- Health and Safety Consultancy
- Information and Communication Technology (ICT) Engineering and Design, specifically for building fit-outs
- Independent Commissioning Agent



Project Management construction

This service includes the following sub-service disciplines.

- Construction Monitoring Services
- Demolition Planning and Management
- Cooperation with Project Contractors, including Independent Contractors
- External Consultation, including Consultation with Suppliers and Controlling Authorities
- Facilitation Services
- Fit Out Management
- Programme Control and Management
- Project Commissioning Services
- Project Control and Management — construction
- Project Financial Budgeting — construction
- Value Engineering Services
- Cost Control — construction



Design-build

Successful design-build delivery requires experienced professionals, exceptional communication, full team integration, and a commitment to working collaboratively within budget and project timelines. We have developed innovative, team-based best practices to facilitate a seamless, unified project approach. Knowing that the construction process can be overwhelming, we serve as client management team through the entire process to ensure everything is done to agreed and approved specifications.

We aim to translate the client's vision into a detailed plan that will deliver the greatest results. With this as our foundation, we develop a construction schedule and provide flawless execution to ensure that every stage of the process meets the client's objectives.

Our approach to Design -build at Firmcare Construction has several advantages over traditional methods, including:





Improved communication and coordination: With design-build, there is a single point of contact for the project owner, which can improve communication and coordination between the design and construction teams. This can lead to fewer delays and cost overruns.

Earlier identification of problems: By having the design and construction teams working together from the start of the project, potential problems can be identified and addressed earlier in the process. This can help to avoid costly rework and delays.

More innovative solutions: Design-build teams can work together to develop more innovative and cost-effective solutions for the project. This is because they have a better understanding of the project's budget, schedule, and constraints.

Single-source responsibility: With design-build, the project owner has a single entity to hold accountable for the success of the project. This can simplify the project management process and reduce risk for the owner.



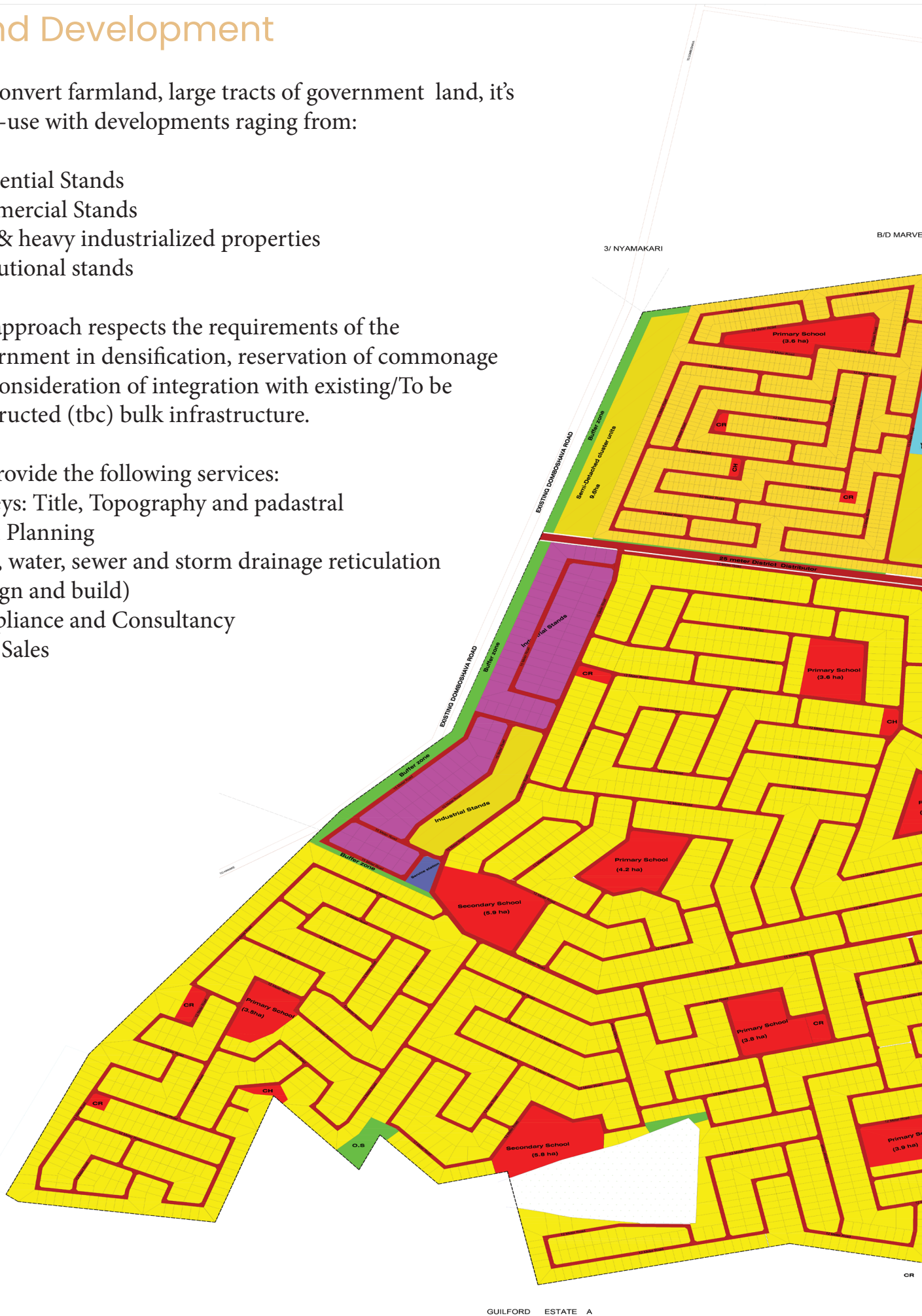
Land Development

We convert farmland, large tracts of government land, it's multi-use with developments raging from:

- Residential Stands
- Commercial Stands
- high & heavy industrialized properties
- Institutional stands

Our approach respects the requirements of the Government in densification, reservation of commonage and consideration of integration with existing/To be constructed (tbc) bulk infrastructure.

- We provide the following services:
- Surveys: Title, Topography and padastral
 - Town Planning
 - Road, water, sewer and storm drainage reticulation (design and build)
 - Compliance and Consultancy
 - Land Sales





**PROPOSED SUBDIVISION OF
CHAMINUKA ESTATE
GOROMONZI DISTRICT**

Low Density Residential Layout

LEGEND

Existing

- Planning Boundary
- Roads
- Water Course
- Contours
- Sewer Line
- Buildings
- Dam
- Wetland

Proposed

- Roads
- Residential 1250m²
- Residential 500m²
- Special Residential
- Cluster/ Flats
- Institutional
- Petrol Service Station
- Shopping Centre
- Parking
- Light Industrial 2000m²
- Recreational/ Open Space
- Solar Farm Reservoir/ Boreholes
- Proposed Bio-digester

LAND USE TABLE

USE	STANDS	AREA (ha)	%
Residential 1250m ²	3682	383.80	37.01%
Residential 500m ²	2129	106.45	10.26%
Special Residential	1	3	0.28%
Flats/ Cluster	5	153.3	14.7%
Commercial	36	18.6	1.7%
Reservoir & solar Field	1	26	2.5%
Primary Schools	8	29.5	2.8%
Secondary Schools	3	17.3	1.6%
Churches	8	2.29	0.22%
Creches	7	2.65	0.25%
Open Spaces	11	52.8	5.0%
Vegetable Market	1	4	0.38%
Parking	-	11.9	1.14%
Wetland	1	14.2	1.36%
Medical Centre	8	4.5	0.43%
Police Post	1	0.49	0.04%
Local Authority offices	1	0.50	0.04%
Petrol Filling Station	2	0.75	1.5%
Light Industrial	107	21.4	2.06%
Bio-Digester	1	4.1	0.39%
Roads	-	179.70	17.79%
TOTAL	6013	1037.2377	100.00

APPROVAL NO. _____ DATE: _____



PREPARED BY

N. MAONDE AND ASSOCIATES

10 LOUIS ROAD GREENDALE
HARARE
ZIMBABWE
0772474515/ 0777821112

PREPARED FOR

NIDO DEVELOPMENT CORPORATION (PVT) LTD

HARARE
ZIMBABWE

RECOMMENDED BY
PROVINCIAL PLANNING OFFICER

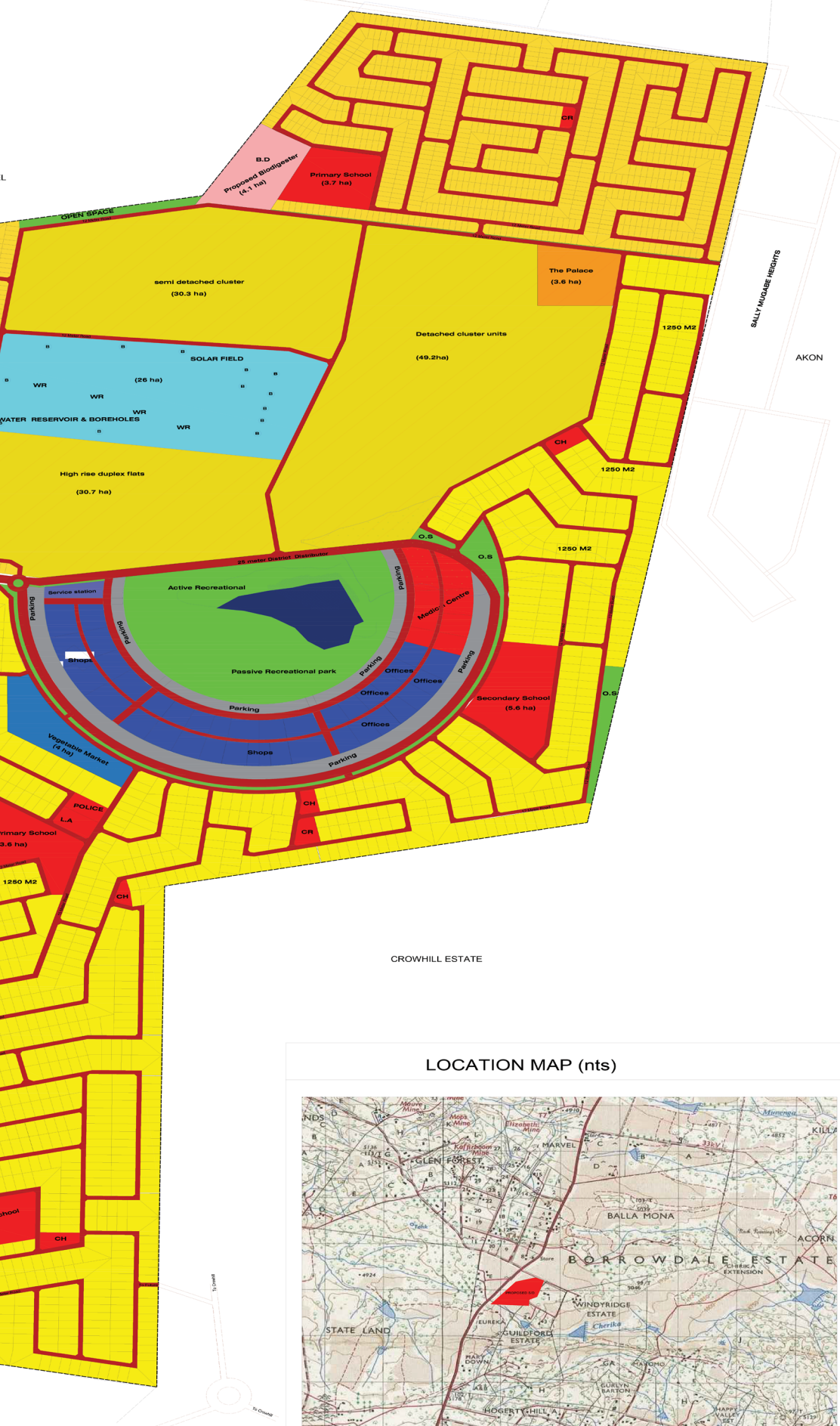
Signed: _____ Date: _____

DEPARTMENT OF SPATIAL PLANNING & DEVELOPMENT
MASHONALAND EAST PROVINCE

DATE	DESIGN	DRAWN	FILED	CHECKED
11/08/2018				
SCALE: 1:2 500				
TRACKING NUMBER				

9/ SUNRAY

10 SUNRAY



LOCATION MAP (nts)

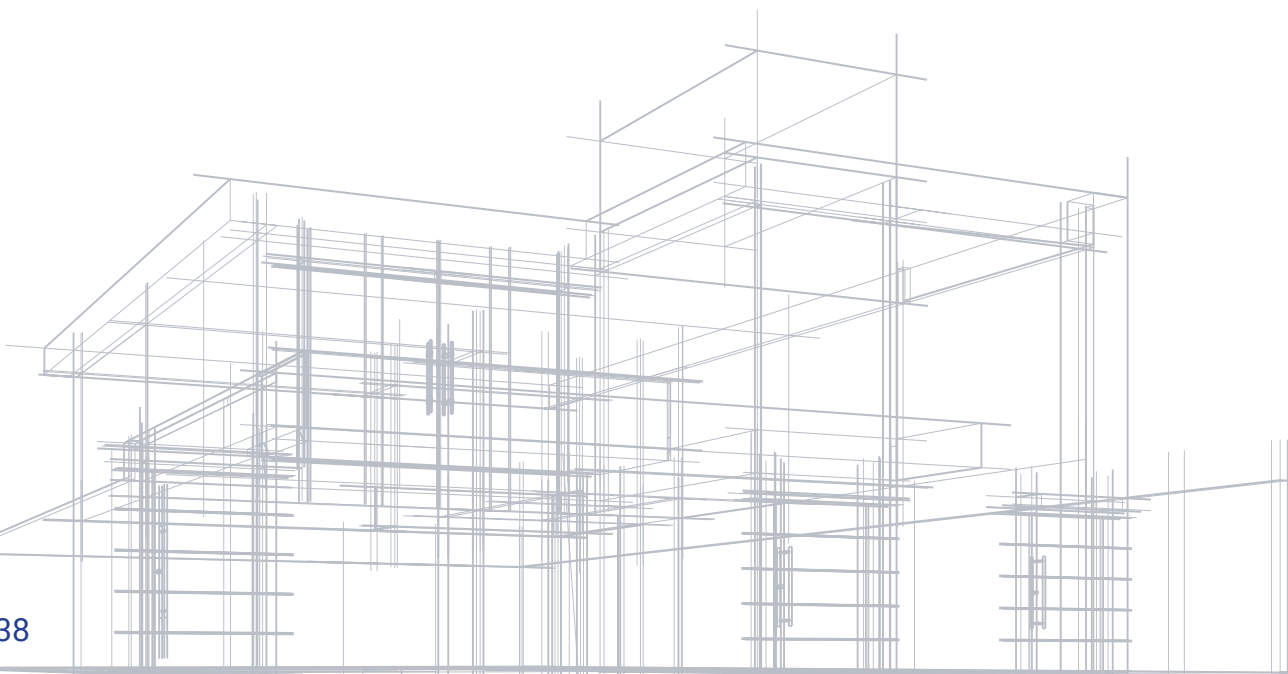




Our Projects

“Projects are like roller coasters. There are ups and downs, but at the end of the day, it’s all worth it.”

- Unknown



Projects to look forward to



Hogerty Hill.

PROPERTY FEATURES:



The proposed development comprises of fourteen units sitting on 1.3 hectares of land in Hogerty Hill.



Villa Pendennis

PROPERTY FEATURES:



This proposed development consists of Sixteen apartments divided into four blocks of four apartments. Each apartment has three beds with a master en-suite.

- There is an additional development along the chase.
- this development will feature eight apartments.



The Greendale Project

PROPERTY FEATURES:



3 Bedroom



4 Bathroom



2 Car port



+/- 140 Sq M.



24/7 Security

The Greendale project. It has 88 apartments, community swimming pool, basket ball court, tennis court, convenience store, barber shop/saloon. Mixed use with semi detached apartments, detached apartments and flats. Average of 3 beds per dwelling and all master with en-suite.



136 on the chase (Under construction)



4 Bedroom



4 Bathroom



2 Car port



+/- 208 Sq M.



24/7 Security

This development is located in Mount Pleasant, and consists of thirteen semi-detached town houses. The units are on the market. We hope to have completed the project by March 2024. Pam Golding Properties is assisting Firmcare construction with property sales.





ORIGINAL COPY

Receipt No. 90448940

22060/2021
No.....
.

\$600

No. 037204



ZIMBABWE

THE COMPANIES OFFICE
EX 16
10 DEC 2021
P.O. BOX CY 177, CAUSEWAY
ZIMBABWE

Certificate of Incorporation

I hereby certify that FIRMCARE CONSTRUCTION (PRIVATE) LIMITED

is this day incorporated under the Companies and Other Business Entities Act [Chapter 24:31] and that the Company is Limited.

HARARE

Given under my Hand and Seal at.....

this 10TH day of DECEMBER, 2021

[Signature]

Registrar of Companies



**THE ZIMBABWE INSTITUTION
OF
ENGINEERS**

Founded 1944 Incorporated 1953

We hereby Certify that
Firmcare Construction Pvt Ltd

was admitted
Affiliate

of the Institution

on **26-01-2023**

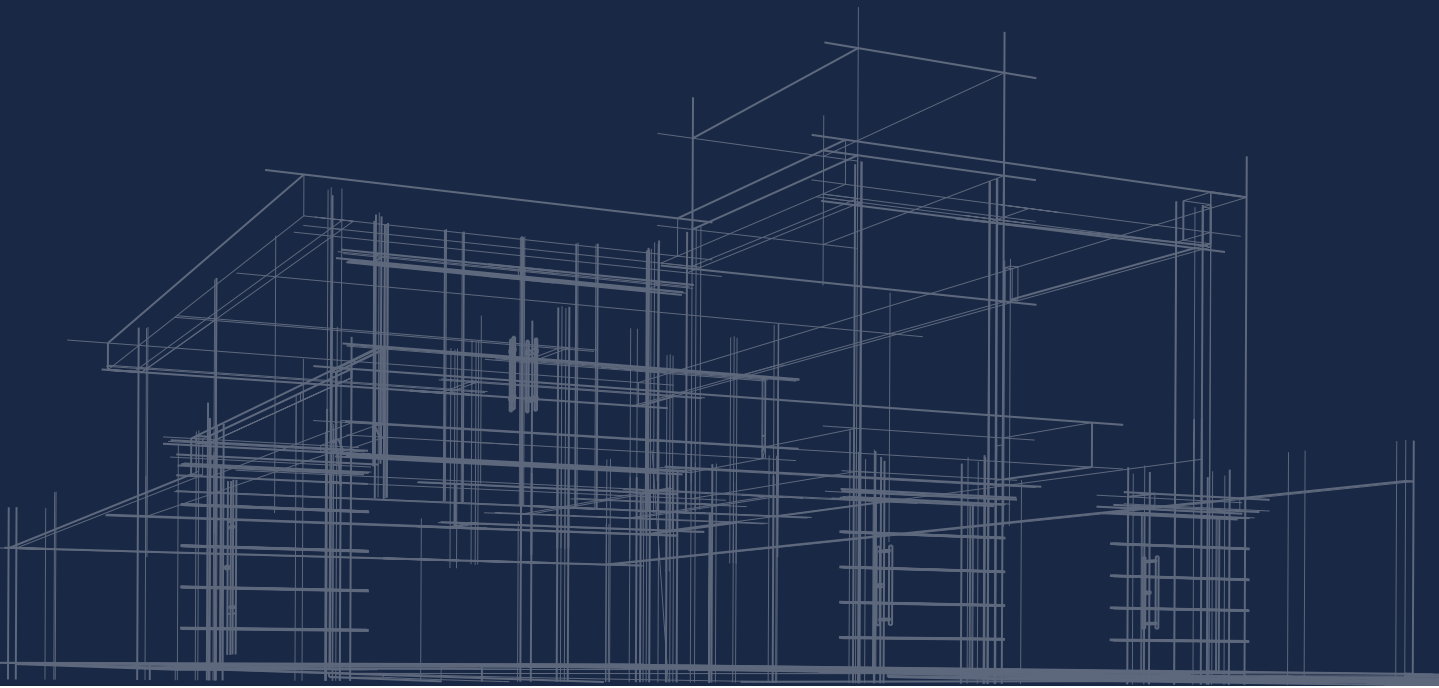


President

Board Member

Chief Executive Officer

ZIE20239584



Firmcare

CONSTRUCTION

