MOTHEO CONSTRUCTION GROUP
COMPANY PROFILE
TRULY EMPOWERED
COMPANY PROFILE 2015

A Truly South African Company, Truly Empowered.

We believe in embracing all people of our nation - working together to bring true change. We put roofs over heads, but we also put work boots on feet. We believe in giving real opportunity to young South Africans, with genuine authority and responsibility. We believe in building our nation not only with bricks and mortar, but with the powerful spark that comes from unity.
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1. OVERVIEW

The Motheo Construction Group was established in 1997 by Dr. Thandi Ndlovu. Motheo has during its eighteen-year history developed into South Africa’s leading, predominantly black female-owned and managed construction company. Motheo is a leading provider of Social Housing in the country.

*The company has grown organically by re-investing its earnings to fund the company's growth.*

One of Motheo’s key focus areas is the development of young talent and today boasts six black female shareholders who hold in excess of 52% of the company’s shares - **TRULY EMPOWERED**.

The company is currently registered with the CIDB as level 9 GBPE and 9 CEPE. Motheo has been registered with the NHBRC since its inception and remains in good standing. Through Dr. Ndlovu’s involvement, Motheo is a founder member and leading role player in SAWIC (South African Women In Construction). Dr. Ndlovu is the immediate past president of the Black Business Council for the Built Environment.

2. REGIONAL PRESENCE

Whilst our head office is based in Randburg, Johannesburg, we have over the past few years completed projects/contracts in eight of South Africa’s nine provinces, and are currently considering options in the Western Cape.

We currently have branch offices in:

- Durban
- Kimberley
- East London and
- Johannesburg

Motheo remains flexible having successfully completed projects in some of the most remote parts of South Africa. Many of our contracts have involved projects categorised as “deep rural” e.g. in Mpumalanga, the Eastern Cape, Northern Kwa-Zulu Natal and elsewhere.

3.1 HOUSING

The core of Motheo’s business remains housing and more specifically Social Housing. Approximately 60% of our annual turnover is in Social Housing.

We have extensive experience in all areas of Social Housing such as:

- Essential Services
- Rapid Land Release Programs
- In situ Upgrades
- Peoples Housing Projects
- Project Based (RDP Type) Housing
- Community Residential Units (CRU’s)
- Slums Clearance
- Rental Housing (Institutional Housing) and
- Mine Hostel upgrades

The latest “count”, as at January 2015, is that Motheo has, to date, completed in excess of 75,000 Units in the Social Housing Sectors described above.

Whilst difficult to accurately compute, we estimate that Motheo has delivered approximately 2% of all the Social Housing developed and/or constructed in South Africa since 1994.

*The total value of projects undertaken and completed to date is in excess of R 5,5bn.*
3.2 BUILDING

Motheo has, to date, completed General Building Projects valued in excess of R 1bn.

Theses projects range from:

- Schools - Various Employers
- Upgrades - Development Bank of Southern Africa, First National Bank/others
- Town Centres - Umnini (eThekwini Municipality)
- Call Centres - MTN
- Vehicle Safeguarding Facilities - SAPS
- New Railway Stations - PRASA
- New Offices - Private Sector and
- New Corporate Offices and Guest Lodges for the Department of International Relations - in joint venture

3.3 CIVIL ENGINEERING

Township Infrastructure forms an integral part of successful Social Housing Development and Construction.

To date, we have delivered some 44,000 Serviced erven.

Rail Refurbishments - The objective of these refurbishments is to re-align the rails in such a manner as to have the floor of the train at the same level as the platform. This enables people with disabilities, and the elderly, easier access, to and from the trains.

As demonstrated below the use of innovative precast concrete track-slab modules, which enables the accurate placement of the tracks whilst reducing long-term maintenance.
3.4 DESIGN AND CONSTRUCT (TURNKEY SOLUTIONS)

Integral to the successful implementation of housing projects is the capacity to manage the overall project. In housing terms, this is commonly referred to as being the “Implementing agents”.

This function entails the overall project management, from the sourcing of land, bulk and link infrastructure, appointment and management of the professional team, and the physical delivery of the project, be it civil infrastructure/housing and/or both.

In addition to housing projects, we have undertaken more conventional type projects - for example:

- Railway Stations for PRASA
- New Headquarters and Guest Lodge for the Department of International Relations (in joint venture)
- Facilities for the SA Police Services

3.5 PROPERTY DEVELOPMENT

On a limited and selective basis we develop properties for our own and/or client’s account. This incorporates all of the aspects as outlined under Turnkey Design and Construct but includes the procurement of project finance (both development and term finance).

4. EMPOWERMENT/BEE

Central to the way that Motheo does business is the development and empowerment of our staff and associated Suppliers and Subcontractors (SMME’S) consistent with our mantra of “TRULY EMPOWERED.”

Internally we have established a Staff Trust, which was allocated a percentage of Motheo’s shares, debt free. The dividend income from these shares, and more, is dedicated/focused on the fast track development of the trust’s beneficiaries.

The success of this initiative can be measured in the achievements of the 20 trust beneficiaries who have progressed from newly qualified, in-experienced individuals to meaningful members of the Motheo Team, today managing projects and/or departments within Motheo. - TRULY EMPOWERED.

A further measure of that success is that five of the trust beneficiaries have over the past four years acquired a share holding in Motheo and now collectively hold 10.5% of the issued share capital of the business. TRULY EMPOWERED. This offers them a real sense of ownership and significant real wealth creation. This process will be on-going in the years to come to both reward and incentivise deserving individuals.

The success of our Staff Trust has been a function of training generally provided by external professional service providers in areas such as negotiating skills, building contracts, programming, estimating, valuations, finance for non-financial managers, concrete technology, accounting and more. The formal training is then supported by creating a mentorship structure within Motheo with experienced practitioners supporting the newer entrants.

In terms of working with SMME’s, Motheo has a proven track record as recognised in a number of industry awards in the development of small and medium enterprises. The support offered to empower these businesses can take various forms.

Examples:

- Bridging Finance
- Audit Facilities
- Loans
- Technical Skills
- Guarantee Facilities
Block Making Facility in Rural Mpumalanga

Dr. T. with emerging Contractors at Tonga Mpumalanga

SOME OF OUR TRUST BENEFICIARIES

Zuko Tsewu  Bharushen Ramlagan  Anathi Xuma  Sfiso Gumede  Refilwe Monareng

Shameet Mathura  Justina Mantlhasi  Ntsiki Nokralaba  Busisiwe Methusi  Lettie Ndhllovu

Phumza Mlaba  Oratiloe Ngakane  Lindiwe Hans  Garai Kekana
5. CORPORATE SOCIAL INVESTMENT

Motheo has a stated objective to contribute to the upliftment of the communities in which we operate. This is in line with our stated objective of TRUE EMPOWERMENT.

Our contributions over the years have taken many forms such as:

- The Building of Homes
- Home Repairs
- Schools

5.1 Recently Completed Projects

In Lindelani, the eThekwini Municipality were requested by the Premier of Kwa-Zulu Natal to assist two families in the area who were facing extreme hardships.

The first was a 22 year old soccer enthusiast who lost both his legs as a result of injuries sustained playing soccer. He was living in a 15m² shack, which was in a poor state of repair. Motheo built him a new home on the site - the handover of which is depicted below - He has been TRULY EMPOWERED.

In the same area we extended a house for a single amputee, gogo Thabani Goba. The before and after pictures are indicated below.

Motheo Construction Group supported the development and construction of the Constitution Hill Women’s Memorial at Constitution Hill, at a cost of R 350,000.
5.2 CURRENT PROJECTS

- We have supplied school uniforms to children from needy families in Ladysmith and Newcastle.
- We are currently constructing Creche’s in Newcastle and Hlabisa.
- We continue to support schools, the aged and vulnerable communities in the areas we operate.
- We are currently refurbishing the West Orlando Golf Club facility in Soweto.

5.3 HISTORICAL PROJECTS

- Financial support for the Voter Registration drive - Adelaide Eastern Cape
- Sports Equipment - Verulam Institute Durban
- Offices for Community meetings - Fort Beaufort - Eastern Cape
- Repairs to storm damaged schools - Marian Hill
- Sports Equipment - Diepsloot
- Youth Development - Eastern Cape
- Aids Awareness - eThekwini
- Play Ground Equipment - Welbedacht

And many more, all designed and executed to TRULY EMPOWER the communities in which we operate.

6. THE MOTHEO TEAM

CHIEF EXECUTIVE OFFICER: DR. CYNTHIA THANDI NDLOVU

Dr. THANDI NDLOVU was born in the sprawling townships of Soweto and schooled at Orlando High School. She obtained academic excellence and participated in various student organizations, including the Student’s Christian Movement – of which she was a Founder Member.

At the height of the Soweto Student’s Uprising in 1976 she was serving as the Administrative Secretary of the Student’s Representative Council (SRC) at the University of Fort Hare. She was forced to abandon her Bachelor of Science (BSc) degree as a direct result of the oppression that followed. She spent the next couple of years in training within the ranks of Umkhonto we Sizwe (MK), the African National Congress (ANC) Military Wing. In 1976 she was part of the contingent of MK cadres who were posted to Novo Catengue, a military training camp in the South of Angola. She served within MK as a Senior Political Commissioner, charged with running a Literacy and Education Programme - among the one thousand odd new MK recruits. She also served as a Commander. Although, at that point, not medically trained, she was appointed a Medical Officer, working under the guidance of the Chief Medical Officer responsible for overseeing the health needs of the soldiers.

In 1978 she was sent to the then Union of Soviet Socialist Republics (USSR) for further training. Upon completion, she was sent in 1979, to the ANC headquarters in Lusaka, served the ANC in various capacities, including Administrative Secretary of the Women’s Section. In 1984 she enrolled with the University of Zambia, completing a BSc (Human Biology) and MBchB degrees.

Upon returning to South Africa after the unbanning of political movements and the return of exiles, she ran a private medical practice in Orange Farm, an informal settlement South of Johannesburg, for five years. Dr. Thandi was the Sole Private Practitioner, and delivered medical services covering a population of over 200,000 people.

What began as a hobby saw her create Motheo Construction in 1997. Dr. Ndlovu is currently the immediate past president of the Black Business Council for the Built Environment (BBEBE).

Dr. Ndlovu is the 2013 winner of the Business Women of the Year Award in the Entrepreneurs Category, as awarded by the Business Women Association of South Africa.
6. THE MOTHEO TEAM

DIRECTORS
From left to right:
Dr Cynthia Thandi Ndlovu
Chris Cudmore
Tim Potter
Lettie Ndlovu
Farai Sika

TRULY EMPOWERED

“It is time for parents to teach young people early on that in diversity there is beauty and there is strength.”

- Maya Angelou
Motheo has been registered with the NHBRC since 1998

This is to certify that
Motheo Construction Group Pty Ltd
t/a: Motheo Construction Group Pty Ltd

NHBRC™ Registration Number:
1-14581880

Has been admitted as a HOME BUILDER to the Register of the NATIONAL HOME BUILDERS REGISTRATION COUNCIL™

Registered Home Builders are required to comply with their obligations to housing consumers and the NHBRC™ under the terms of the Housing Consumers Protection Measures Act, 1998.

This Certificate is valid for a period of one year.

02/02/2015 12/02/2016

[Signature]
Chief Executive Officer
Motheo’s current BEE rating is level 2

Motheo Construction Group (Pty) Ltd

LEVEL TWO (2) CONTRIBUTOR

B-BBEE Recognition Level – 125.00%
Procurement Recognition Level – 125.00%

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<tr>
<th>Criteria</th>
<th>Result</th>
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<tr>
<td>Black Ownership</td>
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<td>Black Female Ownership</td>
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Element                  | Result | Weight |
--------------------------|--------|--------|
Ownership                 | 24.00  | 25.00  |
Management Control        | 10.00  | 10.00  |
Employment Equity         | 9.43   | 10.00  |
Skills Development        | 8.76   | 15.00  |
Preferential Procurement  | 20.00  | 20.00  |
Enterprise Development    | 15.00  | 15.00  |
Socio-Economic Development| 5.00   | 5.00   |
Overall Result            | 92.19  | 100.00 |
Deemed Result             | 92.19  | 100.00 |
7. CERTIFICATES

Motheo Current CIDB ratings are 9 GB PE and 9 CE PE.

“No one is born hating another person because of the colour of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite.”

- Nelson Mandela, Long Walk to Freedom
8. PROJECTS

RDP HOUSING

WATERLOO PHASE 5, 6 AND 7

**Value:** R 80m  
**Date:** Completed 2005  
**Location:** Near Verulam  
**Client:** eThekwini Municipality  
**Scope:** Implementing Agent for the Complete Development, appointment and management of professional team, infrastructures and housing. Coupled with beneficiary approval and land legal requirements.
**SLUM CLEARANCE**

New houses to replace the previous settlement

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**WELBEDACHT AND PARKGATE**

Value: R 300m +  
Date: 2002 to 2011  
Location: In and around Durban  
Client: eThekwini Municipality / KZN DoHS  
Scope: Slums Clearance Program: Implementing agents - This resulted in the delivery of some 6,000 Units - Motheo were engaged in the entire project from land identification, funding applications, appointment and management of the professional team, bulk and link services, township infrastructure and the construction of the housing units.

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I refuse to accept the view that mankind is so tragically bound to the starless midnight of racism and war that the bright daybreak of peace and brotherhood can never become a reality... I believe that unarmed truth and unconditional love will have the final word.

- Martin Luther King, Jr.

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- Martin Luther King, Jr.
**RENTAL HOUSING / COMMUNITY RESIDENTIAL UNITS**

- **Value:** R 500m +
- **Date:** 2003 to 2010
- **Location:** Johannesburg, Durban, Pietermaritzburg and Polokwane
- **Clients:** Johannesburg Housing Company, eThekwini Development Company, Joshco, Msunduzi Housing Association, Polokwane Housing Association and First Metro Housing Company
- **Scope:** Turnkey Design and Construction of Rental Units - land identification, funding applications, appointment and management of professional team, beneficiary approvals, infrastructure, housing construction.

**BREAKING NEW GROUND HOUSING**

- **Value:** R 254m
- **Date:** 2014 to 2015
- **Location:** Reeston - East London
- **Clients:** Buffalo City Municipality
- **Scope:** Construction of 1 137 houses and infrastructure.
PUBLIC FACILITIES

Value: R 50m
Date: 2006
Location: Aeroton near FNB Stadium
Clients: Department of Public Works / South African Police Service
Scope: Motheo developed and built this facility for the Public Works Department for the end user, the South African Police Services. We sourced the land, finance, design and then completed the construction in just 8 months.

DEPARTMENT OF INTERNATIONAL RELATIONS

Value: R 1,35bn (Motheo share 12.7% = R 171m)
Date: 2007 to 2009
Client: Department of International Relations (previously Department of Foreign Affairs)
Location: Pretoria
Scope: Design, Construction, Finance and Facilities Management of the project. Motheo have two roles - firstly as 11% shareholders of the concession (25 years) for the development, financing and Facilities Management of the property. Secondly, we were 12.7% shareholders in the Joint Venture responsible for the Design and Construction of the facility.
ORLANDO STATION

Value: R 60m
Date: 2009 to 2010
Location: Orlando Soweto
Clients: PRASA
Scope: Motheo responded to a proposal call from PRASA for the design and construction of the station. The overall contract was completed in 18 months.

RAIL REFURBISHMENT

Value: R 100m
Date: 2008 to 2010
Location: Pretoria, Durban and Johannesburg
Client: PRASA
Scope: Removal of existing track and aggregate, construction of base course and installation of precast concrete track slab modules, replacement of tracks and related remedial works.
UMNINI

Value: R 35m  
Date: 2012  
Location: South of Durban  
Clients: eThekwini Municipality  
Scope: New administrative centre for the eThekwini Municipality.

SOUTHERN DEPOT

Value: R 64m  
Date: 2014  
Location: Prospecton - Durban  
Clients: eThekwini Municipality  
Scope: New Solid Waste Depot.
**TSAKANE SCHOOL**

Value:  R 40m  
Date:  2012  
Location:  Tsakane/Brakpan  
Clients:  Gauteng Department of Infrastructure Development  
Scope:  New Primary School.

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**NOORDWYK SCHOOL**

Value:  R 55m  
Date:  2013  
Location:  Noordwyk/Midrand  
Clients:  Gauteng Department of Infrastructure and Development  
## FNB Tsakane Refurbishment

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<tr>
<td>Date</td>
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<tr>
<td>Location</td>
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<td>Clients</td>
<td>First National Bank</td>
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<td>Scope</td>
<td>Refurbishment of Banking Forecourt</td>
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![FNB Tsakane Refurbishment](image1.png)

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## MTN N1

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<th>Value</th>
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<td>Date</td>
<td>2013</td>
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<tr>
<td>Location</td>
<td>Midrand</td>
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<tr>
<td>Clients</td>
<td>MTN</td>
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<tr>
<td>Scope</td>
<td>Refurbishment of Existing Building to Create New Distribution Centre</td>
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</tbody>
</table>

![MTN N1](image2.png)
9. AWARDS

3. The Eastern Cape Department of Human Settlements Best Female Contractor for 2013.
5. Motheo won the Eastern Cape Department of Human Settlements Best Rural Project for 2013.
9. Govan Mbeki Awards: The Eastern Cape Municipality won the award for the Best Informal Settlement Upgrade for the project we did for them at Second Creek.
10. Dr. Thandi Ndlovu was awarded the Business Woman of the Year Award in the Entrepreneur Category 2013 by the Business Women’s Association of South Africa (BWASA).
11. Top Women Awards 2013: Motheo was awarded a certificate of recognition for qualifying as one of South Africa’s Top 100 Gender Empowerment Companies in South Africa.

“For to be free is not merely to cast off one’s chains, but to live in a way that respects and enhances the freedom of others.”

- Nelson Mandela
## 10. CONTACTS

<table>
<thead>
<tr>
<th></th>
<th>CONTACT NUMBERS</th>
<th>PHYSICAL ADDRESS</th>
<th>POSTAL ADDRESS</th>
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<tbody>
<tr>
<td><strong>HEAD OFFICE</strong></td>
<td>Tel: 011 789 8440</td>
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<td>P.O.Box 4717</td>
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<td></td>
<td>Fax: 011 886 5939</td>
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<tr>
<td>Dr. C T Ndlovu</td>
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<tr>
<td>Mr. C G Cudmore</td>
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<td>Mr. T J Potter</td>
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<td>Ms. S J Manthasi</td>
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<tr>
<td>Ms. L Ndhlovu</td>
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<td>Mr. A Botha</td>
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<td>Fax: 031 701 4647</td>
<td>Pinetown, Durban.</td>
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<td>Mr. T Griffiths</td>
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<td>Ms. P Mlaba</td>
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<td>Mr. S Gumede</td>
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<tr>
<td><strong>EAST LONDON OFFICE</strong></td>
<td>Tel/Fax 043 735 3233</td>
<td>No. 12 Kennington Road</td>
<td>P.O.Box 15301</td>
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<tr>
<td></td>
<td>Tel/Fax 043 735 3207</td>
<td>Nahoon, East London</td>
<td>Beacon Bay 5205</td>
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<td>Tel/Fax 043 735 3211</td>
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<tr>
<td>Mr. I Maartens</td>
<td>082 569 7224</td>
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<td>Mrs. L Hans</td>
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<tr>
<td><strong>KIMBERLEY OFFICE</strong></td>
<td>Tel: 053 831 3313</td>
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<tr>
<td></td>
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<td>New Park Kimberley</td>
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<td>Ms. L Ndhlovu</td>
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