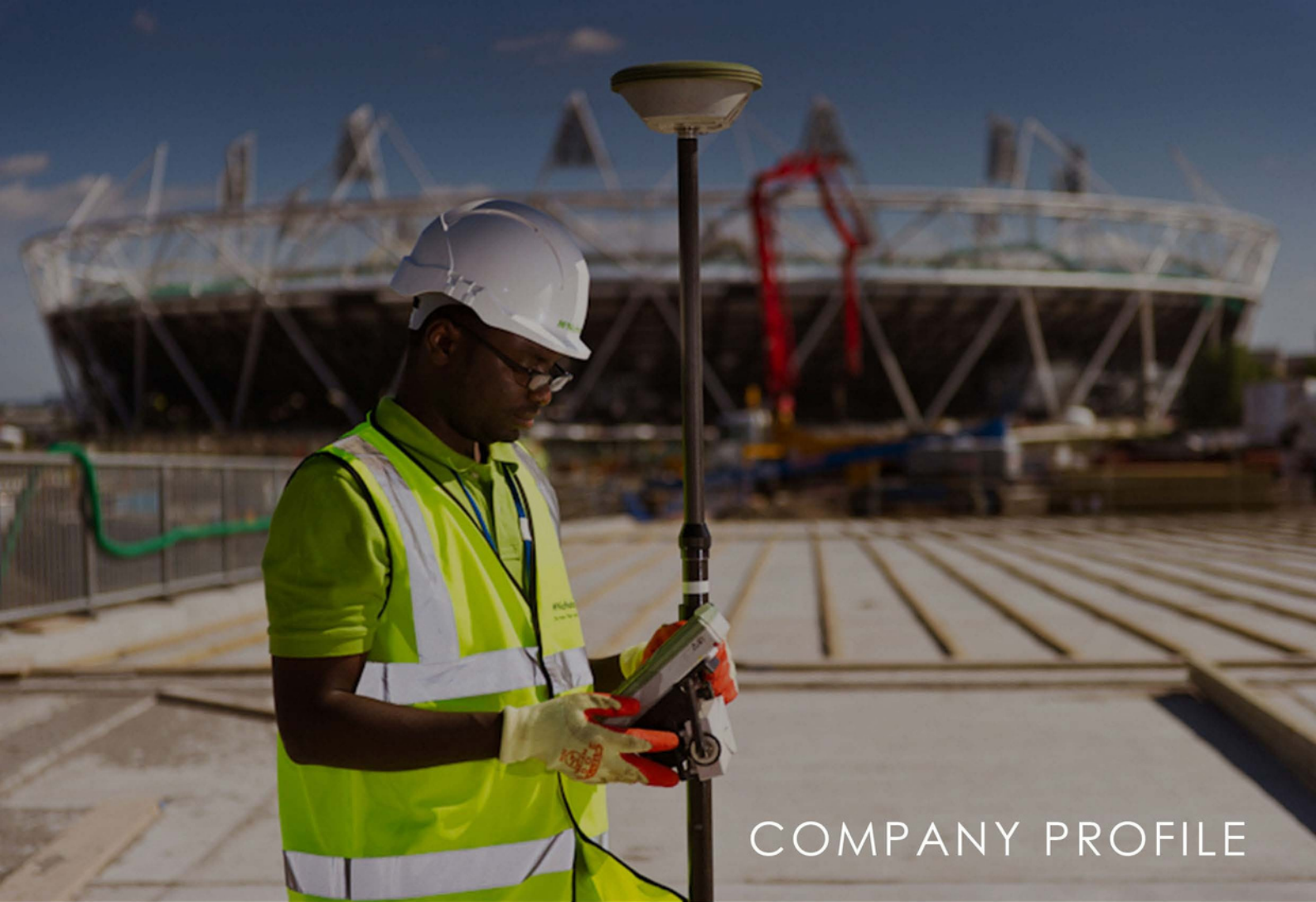




COMPANY PROFILE

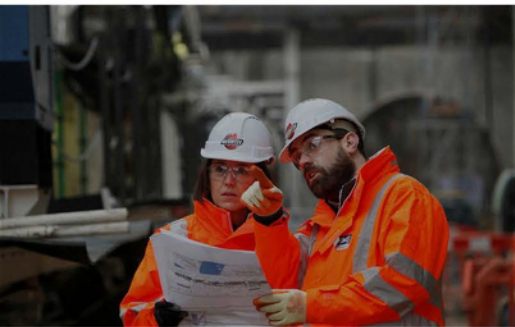


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INTRODUCTION

THQ Project Specialists (Pty) Ltd is a multidisciplinary engineering and project delivery company specializing in Electrical, Instrumentation, and Civil Engineering services.

The company is led by a dynamic executive team supported by highly experienced technical professionals with over 30 years of combined industry experience in engineering and construction. As a Level 1 B-BBEE Contributor, THQ is committed to delivering competitive, reliable, and high-quality solutions across industrial, infrastructure, and commercial sectors.

We focus on:

- Service excellence and reliability
- Technical precision and compliance
- Continuous skills development
- Long-term client partnerships

THQ PROJECTS SPECIALISTS is a B-BBEE Company Level 1 Contributor

We are focused on being competitive and reliable whilst maintaining our values and standards of service excellence.

Continually developing and applying the skills of our people.

THQ PROJECT SPECIALISTS prides on delivering the best quality of work through its values, code of conduct and policies





VISION

- We are committed to delivering our values of workforce integrity.
- Our relationship with employees and customers alike is based on sound principles of integrity, respect, trust ,mutual understanding and Excellent Customer services
- Uncompromising commitment to Quality,
- Health, Safety and Environment
- Ensure No delays on construction
- Project completions with No LTI
- An open relationship with our employees based on mutual trust, respect and success
- Transparency, Accountability and Discipline in our business
- To safely deliver any project, any time, in any environment for the benefit of our customers, employees and the communities we serve.

Mission

To consistently deliver high-quality, cost-effective engineering solutions on time, every time

Innovation

We challenge the status quo by delivering innovative, sustainable, and practical engineering solutions.

Integrity

We uphold the highest ethical standards in all business activities, ensuring transparency, accountability, and trust.

Electrical Engineering Services

- Substation design, installation, and maintenance
- High voltage network studies and installations
- Electrical distribution design and construction
- Energy efficiency studies and solutions
- Electrical energy management systems
- Electrical auditing and optimization
- UPS systems and backup generator installations
- Renewable and alternative energy solutions
- Fire detection and access control systems
- Workforce management and supervision



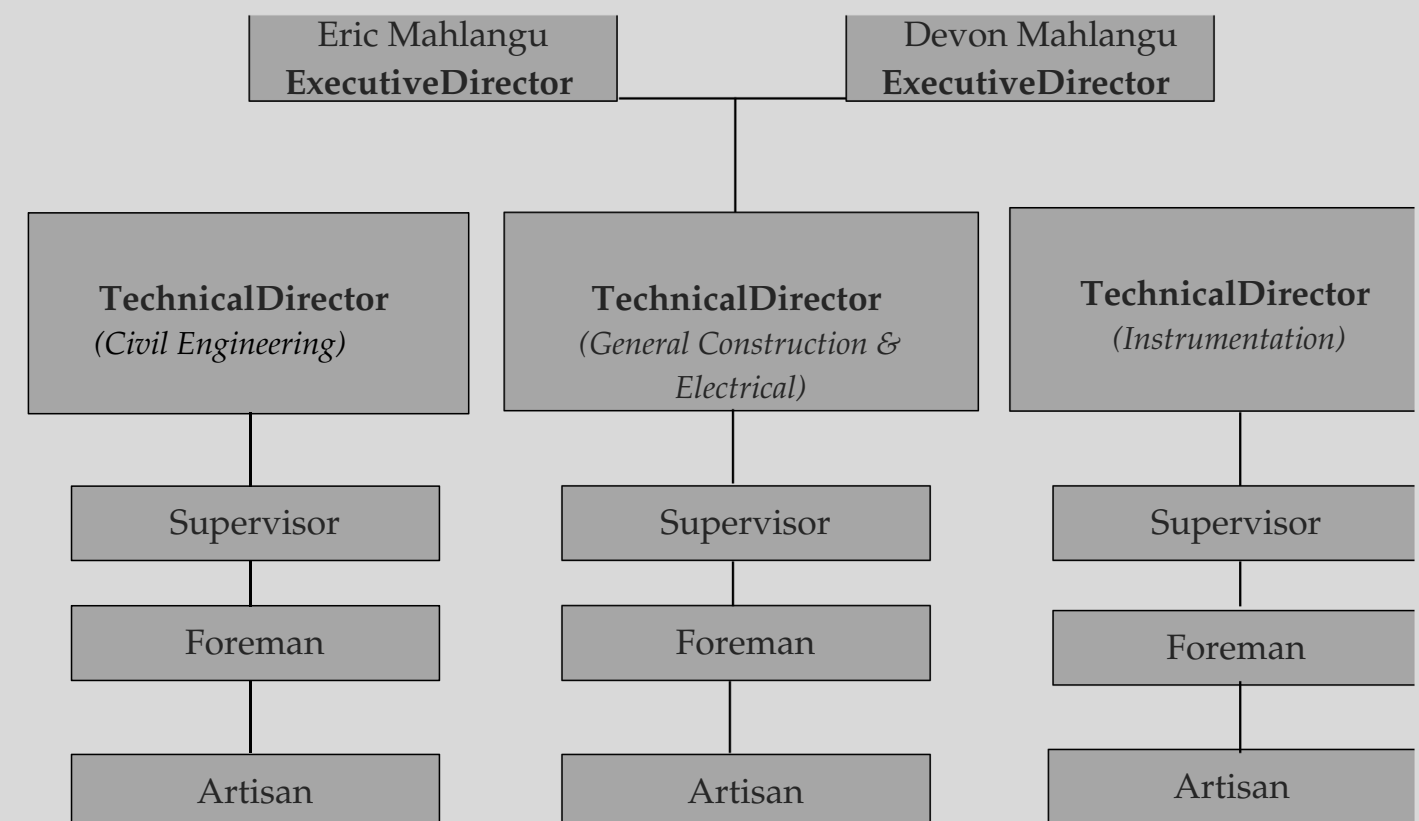
Instrumentation Services

- Installation of plant instrumentation equipment
- Steam tracing and tubing installation
- Instrument tubing and piping installation
- Cable tray installation
- Full loop instrumentation (installation, loop checking, commissioning)
- Workforce management and supervision

Civil Engineering Services

- Earthworks and site preparation
- Concrete works and structural construction
- Roads and paving infrastructure
- Stormwater and drainage systems
- Water and sewer infrastructure
- Industrial and commercial infrastructure
- Rehabilitation and maintenance
- Turnkey civil project delivery

COMPANY STRUCTURE



Previous Projects



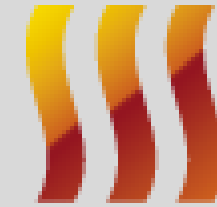
WETBACK

Location: Sasol 1

Project: FTWEP Expansion

Scope: INSTALLATION OF STAINLESS TUBING FOR STEAM TRACING . FABRICATION AND INSTALLATION OF SUPPORT

Duration: 36 Months



HEURTEY PETROCHEM

HEURTEY PETROCHEM

Location: Natref

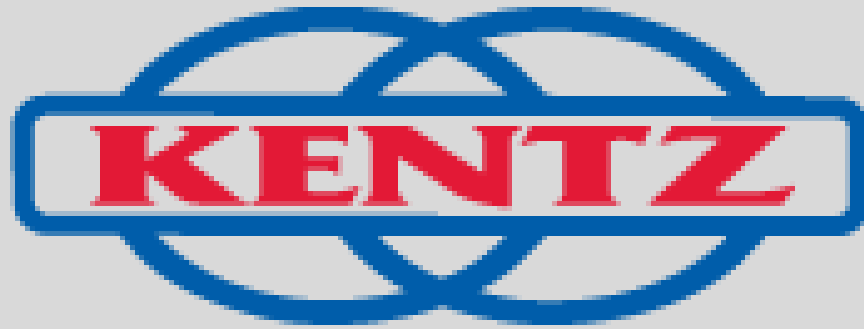
Project: CDU/VDU Furnace

Scope: Instrumentation of steam tracing installation

Duration: 10 Months



Previous Projects



Engineers & Constructors

KENTZ Engineers & Construction

Location: Sasol 1

Project: FTWEP Expansion

Scope: INSTALLATION OF INSTRUMENT TUBING
AND INSTRUMENTATION INCLUDING STEAM TRACING
TUBING.SUPPLY OF SUPERVISION

Duration: 26 Months



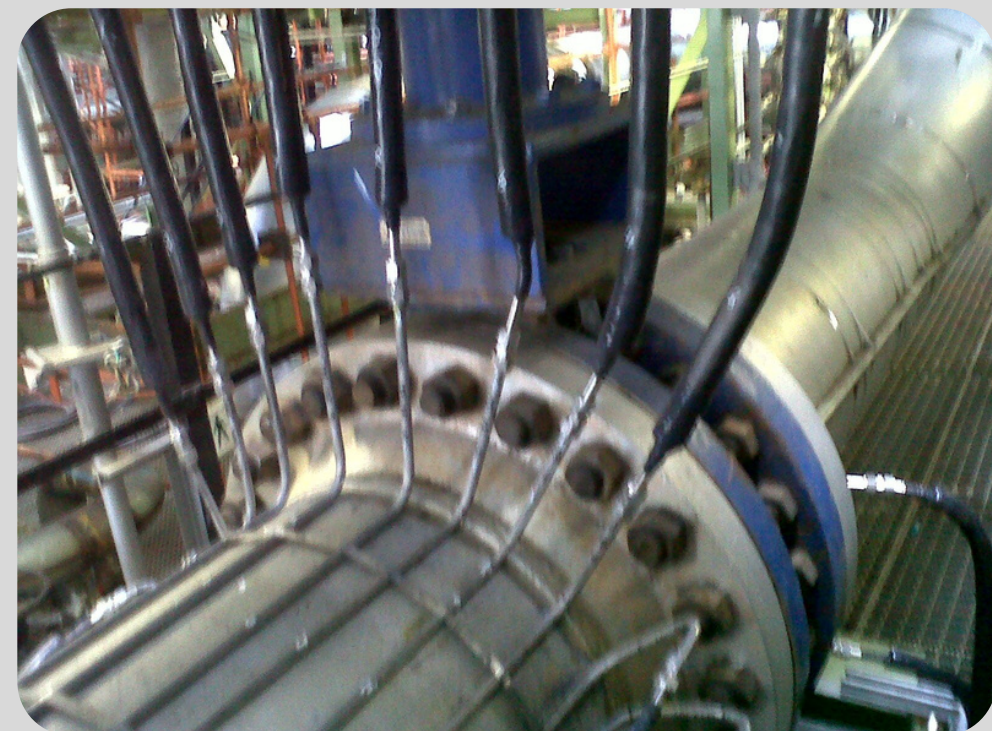
STEFANUTTI STOCKS E & DIVISION

Location: Sasol Site

Project: Stainless steel tracer tubing at Wax
Expansion

Scope: Supply instrument tube fitters for pre-
insulated

Duration: 3 Months



Previous Projects



IMPULSE INTERNATIONAL

Location: KUSILE POWER STATION

Project: : instrumentation tube fitters

Scope: Supply of tubing management

Duration: 12 Months



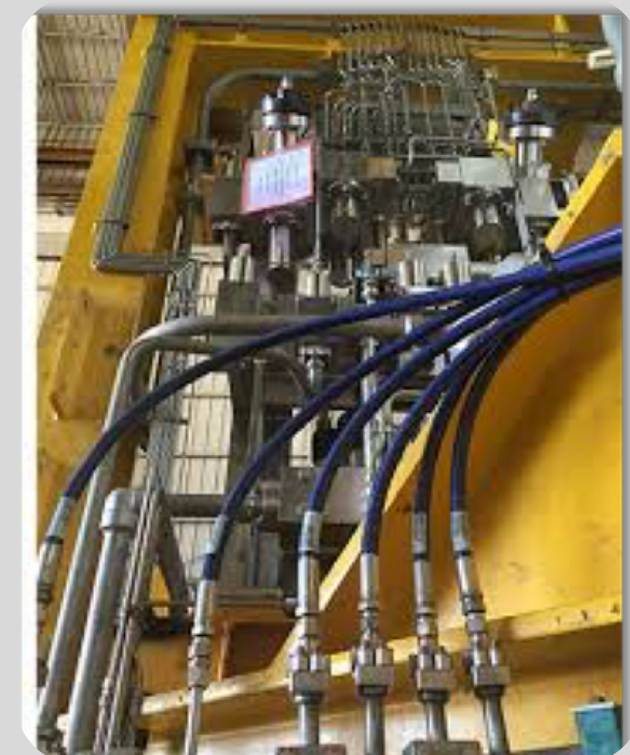
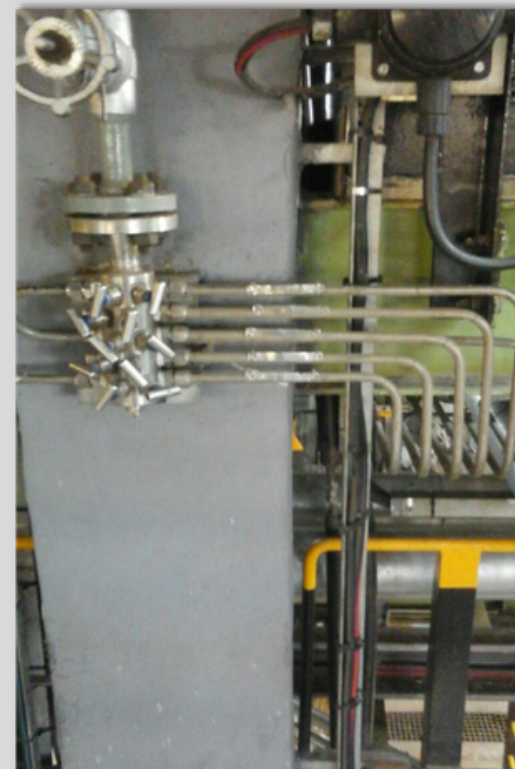
STEFANUTTI STOCKS E & DIVISION

Location: Eskom Kusile Power Station

Project: : Supply of instrumentation tube fitters

Scope: Supply instrument tube fitters for pre-insulated

Duration: 12 Months



Health and Safety Policy

THQ Projects Specialists has a Health and Safety policy within our Code of Business Conduct that establishes a company-wide practice of setting and maintaining the highest possible safety standards. This objective not only keeps our employees safe, but ensures our customers can be confident that their projects will be completed with an emphasis on safety excellence.

THQ Projects Specialists works with all its employees to make certain they complete their responsibilities while complying with all applicable laws, industry standards and the company's strong policies and procedures relating to workplace safety.

Our safety policy states:

- THQ Projects Specialists will comply with all the requirements of the OCCUPATIONAL HEALTH and SAFETY ACT.
- THQ Projects Specialists top priority remains the wellbeing of its employees, those the company serves and the public.
- THQ Projects Specialists ; Health, Safety and Environment objectives are given equal value with other business objectives and will never be compromised.

Every employee is made aware of the requirements of our Health, Safety and Environment policy. Those policies are reflected in individual actions as well as processes and procedures employed throughout our Company. We will provide a training system to ensure continuous communication liaison between all Company employees.

Environmental Policy

THQ Projects Specialists recognizes and respects the natural and built environments in which we operate and considers them at every stage of our work. Our overall goal is to comply with Government codes and regulations. To prevent any environmental harm in our activities. We are committed to operating in an environmentally responsible manner and believe that responsible stewardship of both the natural and the built environment is essential for business efficiency and success.

THQ Projects Specialists Environmental Management System Policy demonstrates our commitment to effective environmental management.

THQ Projects Specialists recognizes that all materials and services purchased and activities carried out by the Company must comply with the requirements of current legislation, Company environmental targets and objectives and Contract Specifications.

The purpose of the Environmental Management System described in this Policy is to:

- Instruct individuals at all levels in the working of the system so they have knowledge and understanding of their own obligations towards meeting the environmental objectives of the organization;
- To set a policy of commitment to effective environmental management;
- To inform clients of the measures we take to ensure that Company activities, products and services have a minimal adverse effect on the environment;
- Co-ordinate the management of activities concerned with actual and potential environmental impacts;
- Demonstrate that Delight THQ Projects Specialists has complete awareness of environmental issues and recognizes the views of all parties.

The prevention of any accidents , Emergency preparedness , Design of hazard control measures such as machine guards and protective equipment

Analyses and correction of safety hazards and safety code deficiencies

The Company will make every effort to conserve the use of materials and of energy and, where viable and consistent with our Client's instructions, collect waste materials for recycling

THQ Projects Specialists will ultimately prepare instructions for the implementation of our environmental policy on individual sites, and for each site will nominate a competent person to supervise compliance with these instructions, who will normally be the Site Safety Supervisor.

Quality Policy

THQ PROJECT SPECIALISTS do hereby pledge our commitment to effective Quality Management throughout all design and construction processes. We aspire to create a fair and just professional long term and prosperous partnerships with our Clients. Our Quality Management System strives in getting full customer satisfaction.

- By encouraging and empowering staff to participate in quality improvement activities through teamwork and consultation
- Being Relevant, attainable and current objectives for our quality management service will be communicated to staff and progress against them measured and reported.
- Updating to the latest technology to further our success in the Engineering and regularly reviewing our managerial systems.
- All staff shall have individual responsibility for understanding and applying this Quality Policy in the performance of their tasks

IR\HR Policy

This policy establishes a structured framework for managing employee relations, workforce conduct, and human capital within THQ Project Specialists. It ensures compliance with South African labour legislation while promoting a fair, productive, and disciplined work environment.

- Legislative Framework
- Employment Principles
- Recruitment & Selection
- Conditions of Employment
- Code of Conduct
- Disciplinary Procedure
- Grievance Procedure
- Performance Management
- Training & Development
- Workplace Health & Safety
- Termination of Employment
- Industrial Relations Engagement
- Confidentiality & Data Protection
- Policy Enforcement
- Review & Amendments

KEY CLIENTS



HEURTEY PETROCHEM



IMPULSE
INTERNATIONAL



Engineers & Constructors
Member of the SNC-Lavalin Group

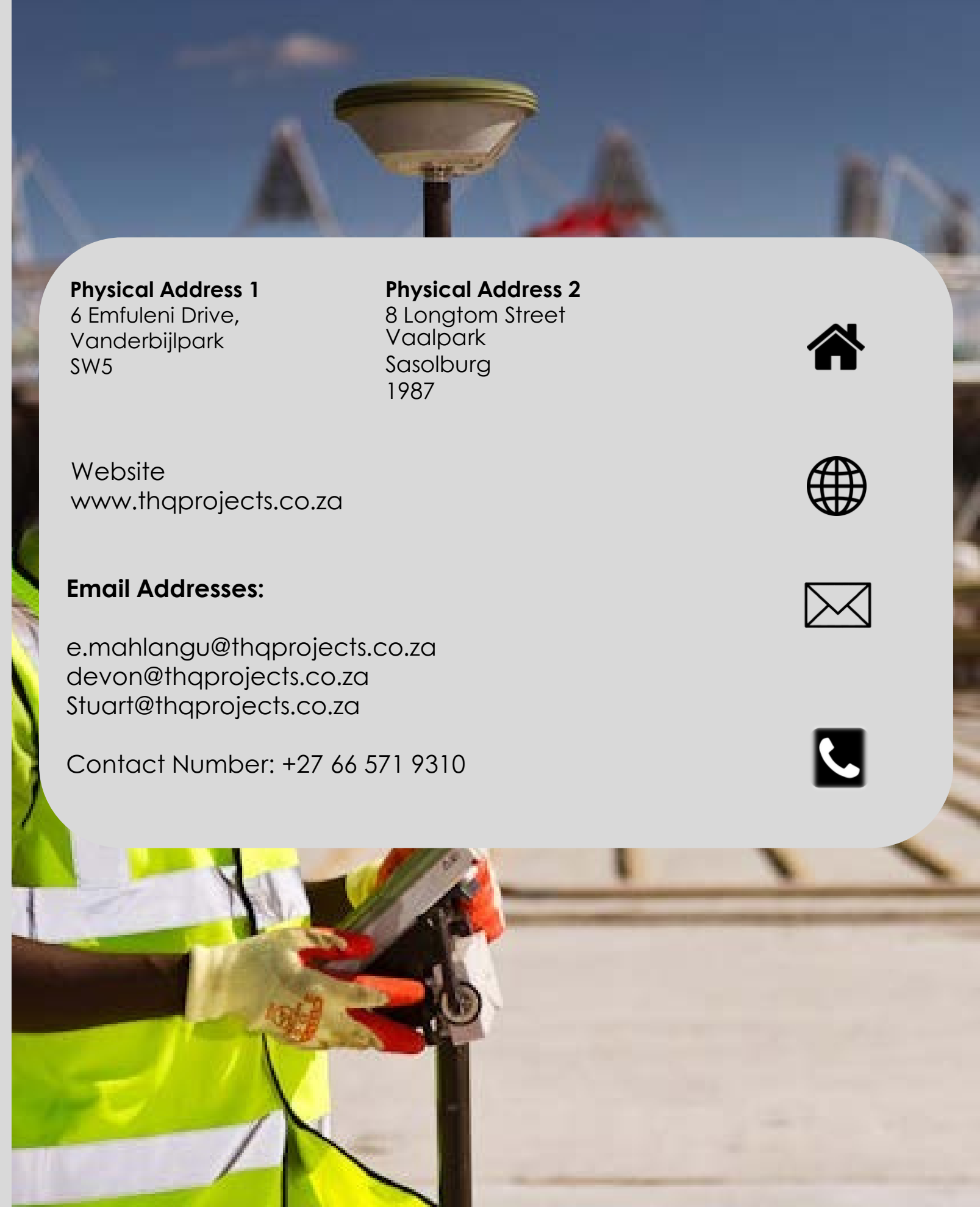


BILFINGER



CSI Projects

THQ PROJECT SPECIALISTS Has committed to being socially responsible to the community by giving and sharing the resource that we have. Currently we have a CSI project. We choose one school within the Vaal triangle and assist the school neediest children by giving school uniform and blessing there families with grocery.



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Vanderbijlpark
SW5

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Vaalpark
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1987

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