



COMPANY PROFILE

House #25, Street #5, Old Taimani, District #10 Kabul - AF.

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WELCOME LETTER

Today's global economy offers companies like HARIROD significant opportunities.

Nations like Afghanistan and surrounding regional markets are under increased pressure to rebuild, rehabilitate, industrialize, commercialize, and emerge from their current condition in order to compete in the global marketplace.

This creates a need for large and medium global private and private sector – organizations to focus and bid on infrastructure, public works, buildings, industrial facilities, logistics and transport; trade and introduce products to a captive new consumer market; and be a part of this historical transformation.

HARIROD understands opportunity, and thus, has built a diversified business in core areas of competency; Construction, Maintenance Services, Trading and Ready-Mix Concrete batching plants that can be successfully deployed into high-value services, contracts, missions and projects throughout Afghanistan and the region.

We are delighted in your interest in HARIROD and we look forward to engage in more in-depth discussions.

We are committed to streamlining the due diligence process and will have the entirety of documents forthcoming for ample review by your management, legal and financial teams as we move expeditiously into the due diligence phase culminating in a successful acquisition for your company.

Best Regards,

Mohd. Saber Hakimi
CEO, HARIROD

HARIROD

Street #5, House #25, Old Taimani,
District No.10, Kabul Afghanistan.
2024

FULL NAME:	HARIROD CONSTRUCTION COMPANY.
BUSINESS NAME:	HARIROD
LICENSE #:	D-2719 General Directorate of Business Registry & Intellectual Property (AFG); previously AISA.
ESTABLISHED DATE:	2002
E-mail:	info@harirod.af
PRESIDENT:	Mr. Abdul Aziz Hakimi 0797-797-000 info@harirod.af
CEO & VICE-PRESIDENT	Mr. Mohd. Saber Hakimi 0797-797-002 saber@harirod.af
Website:	www.harirod.af

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BUSINESS OVERVIEW

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1.1 INTRODUCTION

Harirod Construction Company was established in 2002 and it is registered with *General Directorate of Central Business Registry & Intellectual Property* under license number D-2719 in Afghanistan. HARIROD provides product of outstanding quality, guided by corporate values and beliefs, through accurate estimation, proficient scheduling, excellent construction and committed staff.

We will continue to set the standards of our company equivalent to international norms of standard and admiring on time delivery of projects that consistently exceed the expectations of our valued clients.

The reputation of HARIROD for integrity and fair dealing is one of its most important and valuable assets. Only hard work, honesty and conformance to the Code of Ethics can preserve and strengthen this asset.

Further, HARIROD is committed to providing its work consistent with the highest industry standards of safety and quality. HARIROD serves the national interest by performing various construction contracts and subcontracts, many of which are done for the donor agencies as well as Afghanistan government and embassies.

HARIROD unequivocally expects you, either as an associate, supervisor, executive, subcontractor, supplier or concerned citizen to ensure conformance to ethical standards. As an associate, supervisor or executive of HARIROD, you must ensure that your actions reflect our commitment to honesty and fair dealing. Your conduct must be open, above board and able to withstand external evaluation at all times.

Every company has the dual objective of excelling in its operations and earning a profit; neither can be achieved if the standard within the Code of Conduct is not followed.

CORPORATE VALAUES

1. LEADERSHIP

We believe that leadership is a team effort built upon the mutual respect and fair treatment of employees, clients, and suppliers along with strong community relationships, all developed through honesty and accountability.

1. PEOPLE

We have a personal and professional commitment to protecting the health and safety of our employees, clients, suppliers, service providers and the people in the communities in which we operate.

2. SERVICE

Our aim is to deliver value to our clients by providing the highest service levels possible. We deliver what we promise when we promise it, while always striving to improve and exceed client expectations. Serving clients, the right way is the only way we operate.

Our clients, no matter their size, end market, or unique supply requirements, will never receive less than our absolute best effort to deliver excellence on all measures of quality and service. We strive to always be flexible and agile in servicing our clients' needs.

3. DIVERSITY

We value diversity in our people, products, and services. HARIOD is rooted in the unique and diverse cultures within our Family of Companies. This diversity of skills, services, knowledge, and ideas is cultivated to

generate new solutions and processing capabilities that enable us to adapt, innovate, and rapidly respond to the evolving and precise needs of our clients. We maintain our unique company culture and core values despite external pressures.

4. INTEGRITY

We expect our employees to conduct themselves with honesty and integrity in all of their dealings with clients, suppliers, service providers, and the people in the communities in which we operate.

Our responsibility and accountability to partners requires a diligent commitment to excellence and ethical business practices, ensuring sustainable profitability.

Committed to honesty and fair dealings, we set the highest standards for business practices, adhere to applicable regulations, give back to our communities, and ensure a safe and productive workplace for our employees.

5. PARTNERSHIP

Success is grounded in loyal and trusting partnerships with our clients, suppliers, and communities. Building and maintaining strong relationships is critical to the way we operate and it is our goal to always develop and respect collaborative partnerships.

1.2 MANAGEMENT TEAM

HARIROD Recognizes that the achievement of organizational goals and objectives depends on the capability, effort and co-operation of its employees.

We have a responsibility towards our employees, to provide a high standard of employment and working conditions, to treat employees fairly and equitably and to provide them with opportunities to help them develop and achieve a sense of satisfaction from their work.

OVERALLL EMPLOYEE JOB DESCRIPTION

Estimating

Our estimators are hands-on professionals who spend time understanding owner requirements, reviewing project plans and specifications, performing site visits and investigations, and evaluating the methods to construct some of the industry's most challenging projects.

Using detailed construction analysis and historical costs, our estimators take off quantities, develop schedules and prepare comprehensive cost estimates to perform the work

Project Management

The project management stream within the **HARIROD** Company provides overall leadership for construction projects.

Positions in the Project Management job stream are responsible for the project's performance including safety, owner satisfaction, costs, work schedule and quality.

Field Management

Our field management job stream manages all field construction on a major project. They are responsible for all field aspects of safety, developing and implementing the construction plan, the project's budget, schedule, safety, productivity, and general performance.

Health, Safety and Environment

Health, Safety and Environment (HSE) unit manages and administers health, safety and environment activities on our project sites. This includes small projects, where we participate as a subcontractor or general contractor, to major projects where we serve as the construction manager or prime contractor, and our own facilities.

The **HARIROD** Company's HSE program is based on positive accountability, immediate program performance measurement and increased safety performance through analysis of current operations.

Procurement

HARIROD's procurement team supports our operating company by contracting for all goods and services required by our operations, including permanent materials, consumable goods, construction equipment and services to support operations.

The procurement team is responsible for expediting, receiving, storing and issuing all goods used on our construction projects. To satisfy operational needs they maintain, repair and supply construction tools as well as provide pricing support to our estimating departments.

The procurement function may be carried out within each operating company's main office, or depending on the scope of a project, it may be stationed on the project itself.

Quality

Quality professionals are knowledgeable in all aspects of construction projects. Their dedicated responsibility, both to the customer and company, make their services a valuable contribution to all projects from conception through to completion.

Finance & Administration

Centralized administration functions are maintained in our operating company's main offices, including division of monthly and annual reporting, banking, payroll, remittances, and payments.

Finance and Administration functions include responsibility for all project related accounting activities; specifically, monthly project reporting, project billing, accounts payable, and time entry. The financial management function is performed from each company's main office or from the project field office, depending on the size and location of the project.

Systems & Technology

Our systems and technology support and software development team provide technical computer support in addition to developing and maintaining all custom applications required within the **HARIROD** Company.

At HARIROD we are using **Mally® Construction Management System**, developed by **Technozair**.

The system covers all aspect of project life-cycle from estimation and bidding through delivery and closing accounts.

It covers all accounting, billing, HRM, Transport, Gantt Chart, Progress Management, Tasks Management, Inventory Management, and other Modules required for construction projects management.

Administrative Support

Administrative assistants are responsible for a variety of administrative and clerical duties relating to the department in which they work.

They manage information, schedule meetings and appointments, organize and maintain paper and electronic files, manage departmental projects, provide information via the telephone, postal mail, e-mail, create electronic slide shows, plan events, prepare correspondence, and/or handle travel arrangements.

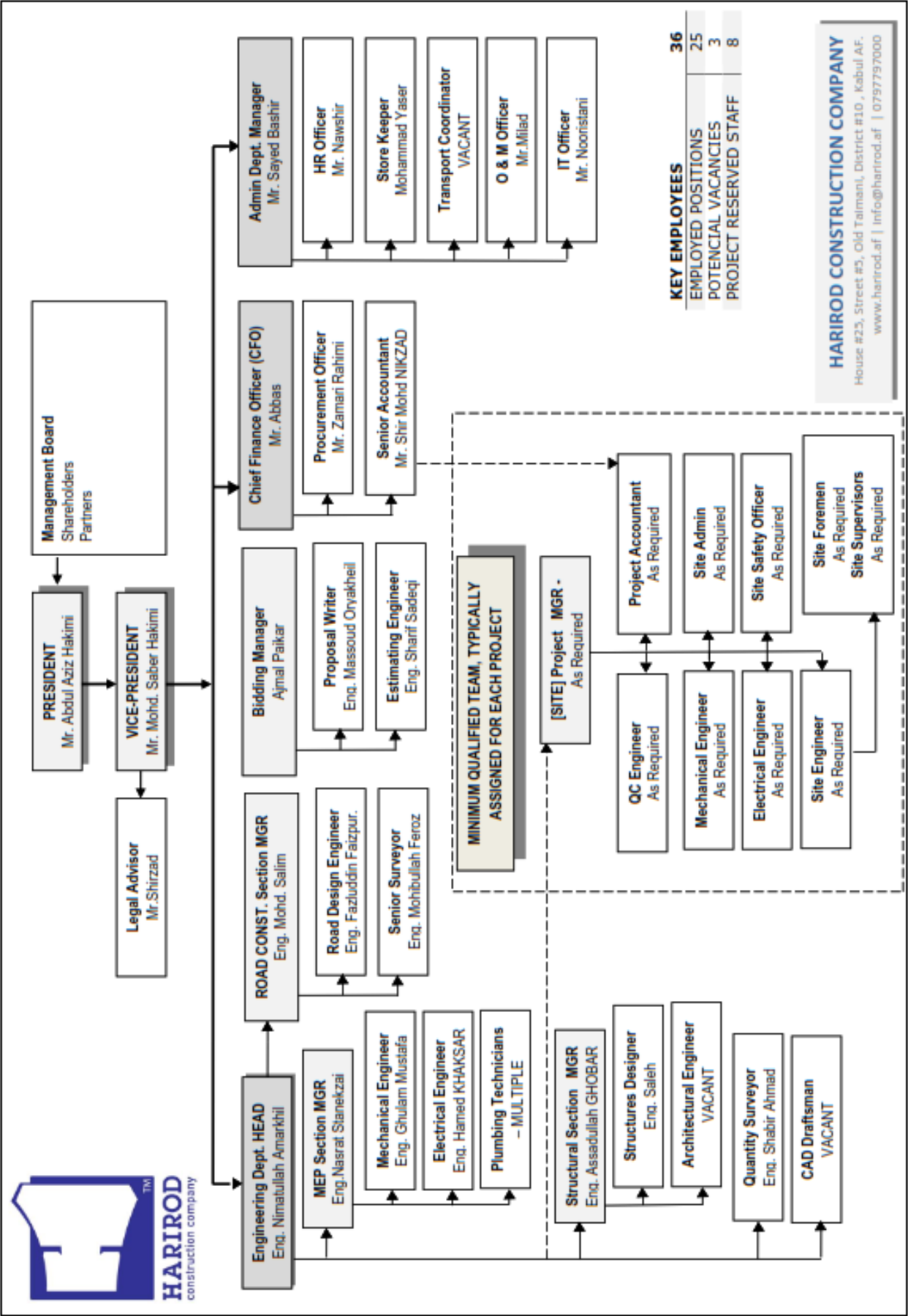
Human Resources Management

At **HARIROD** our human resources management professionals provide advice, assistance and support to employees and managers on a wide range of human resources issues such as; staff planning, performance feedback, career and professional development, discipline and conditions of work

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3.1 HARIROD ORGANIZATION CHART

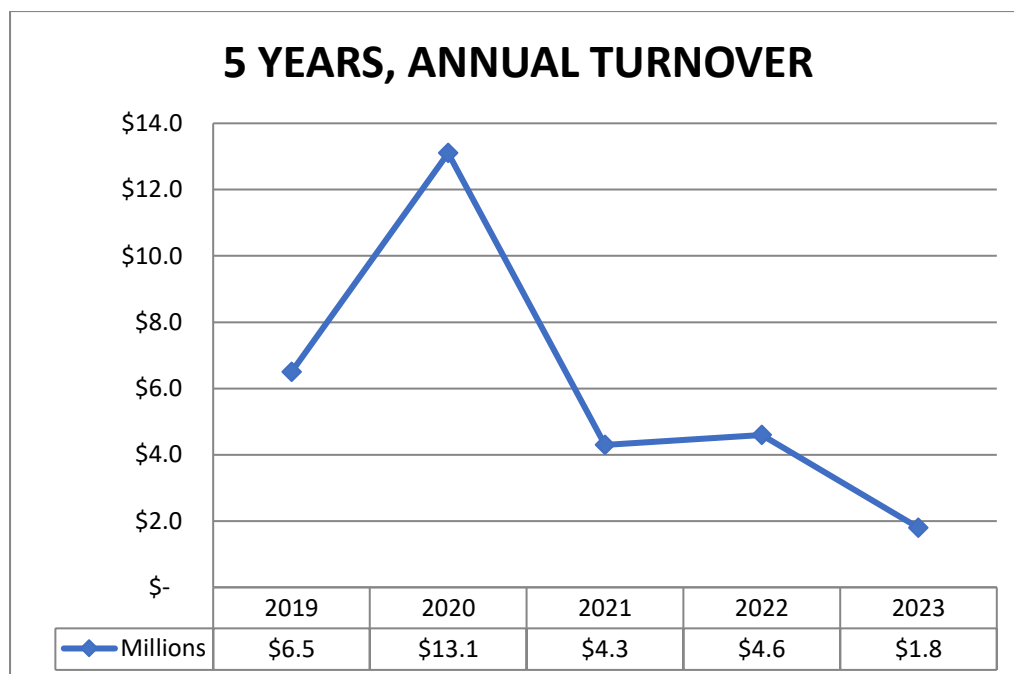
The Organization Structure of HARIROD includes the complete structure – while some positions became vacant because of current governing condition, and are to be filled on budget availability and projects requirements.



Here is a brief financial data, being presented in diagram and charts form in order to minimize the space – at the same time giving a bank of data and information on HARIROD 's performance and experience.

For more details, please refer to the attached Audited Reports.

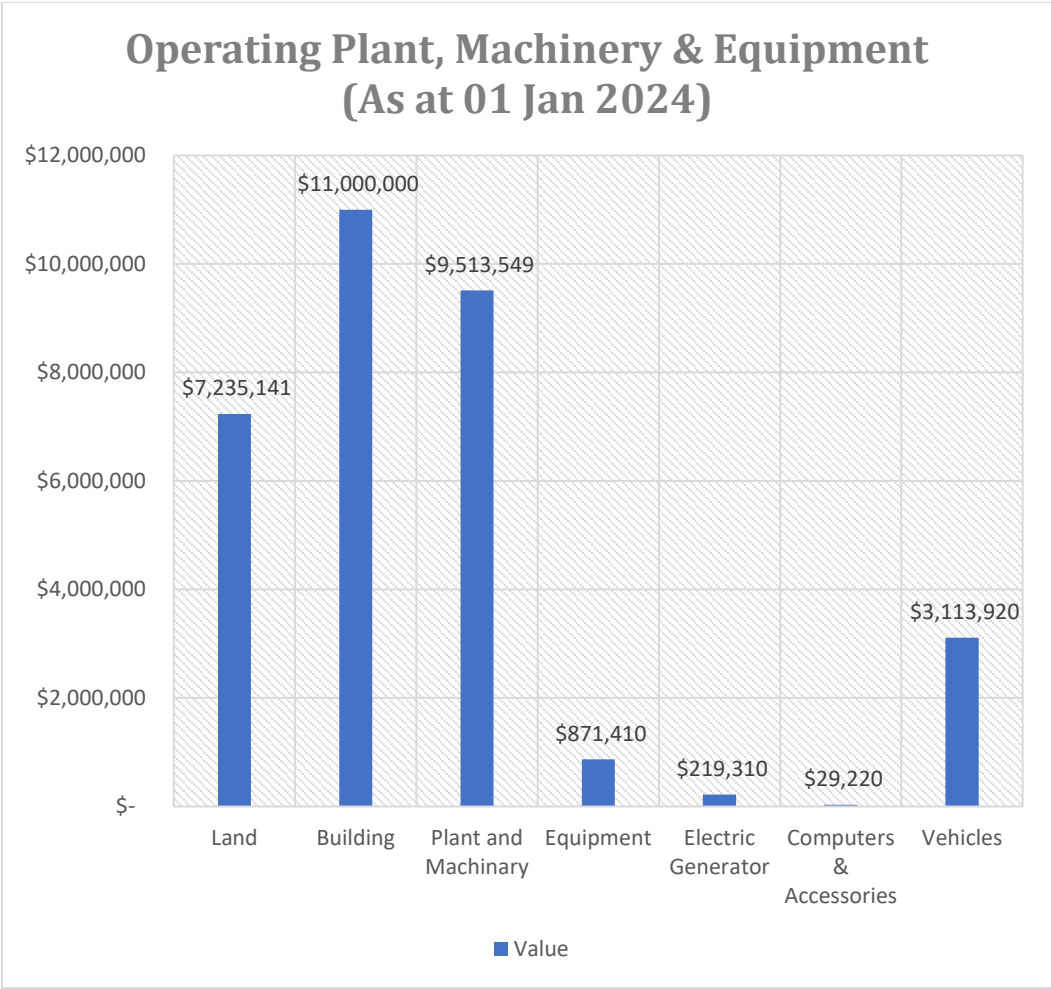
4.2 ANNUAL TURNOVER (last five years)



For more details, please refer to the Audited Financial Reports attached as Annex-F01-Audited Report-2019-2023.

4.3 RATIOS ANALYSIS FOR THE YEAR 2023.

Description	Formula	Value
Gross Profit Ratio	Gross Profit/Contract Revenue	23%
Net Profit Ratio	Net Profit/Contract Revenue	-1.1%
Total Assets Turnover Ratio	Net Profit/Total Assets	-0.1%
Current Ratio	Current Assets/Current Liabilities	6.29 times
Quick Ratio	Quick Assets/Current Liabilities	6.20 Times
Stock in Trade Turnover	Stock/Cost of Contracts x 360	15.20 days
Receivable Turnover	Receivable/Contract Revenue x 360	695.24 days
Accounts Payable Turnover	Payable/Cost of Contracts x 360	170.89 days
Debt to Equity Ratio	Current Liabilities/Partners Equity	4%
Cash Conversion Cycle	Receivable TO + Stock TO - Payable TO	540 days



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PROJECT PERFORMANCE AND MONITORING

HARIROD has designed and uses in its every project, a project performance and monitoring system (PPMS) in order to well manage the projects and achieve clients' satisfaction.

Under this system we oversee (7) below parameters;

1. **Time:** Monitoring project time is one of the many challenges for the project manager. By time monitoring we seek to assess how well the project adheres to the planned schedule over a period of time.
2. **Quality:** To assure that projects will achieve the quality standard set out in the contract. It would therefore cover the areas of quality control, viz. the non-conformance report, works rejection rates and survey (sample) rejection rates.
3. **Safety & Health:** To monitor the prevention of on-site risks, which may occur during the work.
4. **Environment:** to monitor nuisances caused by construction activities, including air pollution, noise pollution, water pollution, and waste management.
5. **Client's Satisfaction:** to seek client's degree of satisfaction with the project performance.
6. **Cost:** to show how well the project adheres to the agreed budget.
7. **Communication:** to assess the effectiveness of communication among project participants as suggested by meetings held, requests for information, and correspondence measured.