

Name of Firm : IGS Engineers Namibia CC
Name of Candidate : Heiko Hermann Fleidl
Profession : Incorporated Civil Engineer
Designation : Managing Director
Proposed Position : _____
Date of Birth : 26 January 1985
Years with Firm/Entity : 1.5 Year
Nationality : Namibian
Marital Status : Married



1. INTRODUCTION

The Candidate is a highly skilled and dedicated Civil Engineer with a strong foundation in transportation engineering, road design, construction management, project supervision and project management. With a comprehensive understanding of civil engineering principles and practices, coupled with hands-on experience in executing various infrastructure projects, the Candidate brings a proven track record of delivering innovative solutions while adhering to industry standards and regulations. Known for meticulous attention to detail and effective communication skills, the Candidate excels in collaborating with multidisciplinary teams to ensure timely and cost-effective project completion.

The Candidate has over 18 years of experience in the planning, design, supervision, contract administration and project management of Road and Urban infrastructure development Projects in Namibia. The Candidate obtained his Engineering Degree in 2008 at the Carinthia University of Applied Science (CUAS) / Fachhochschule Kärnten (FHK) in Austria. Prior to successfully completing his Engineering Degree in Austria, the Candidate completed his National Diploma in Civil Engineering and Project Management, and graduated with distinction, at the Polytechnic of Namibia, now known as Namibia University of Science & Technology (NUST), in 2006.

The Candidate was involved in and supervised numerous infrastructure developments which included roads, storm water, sewerage, water and electrical infrastructure & networks. The Candidate successfully completed various Landmark Civil Infrastructure projects in and around the Namibian capital, Windhoek.

The Candidate currently serves as the Managing Director & Director of the Roads Department at IGS Engineers Namibia cc.

Experience relevant to the Project is as follows:

- Project Feasibility Studies;
- Town planning & Urban Design;
- Preparation of Preliminary Design Reports;
- Engineering Designs (Road Geometric & Pavement and Stormwater reticulation);
- Engineering Designs (Sewer and Water Reticulations);
- Urban Electrical Reticulation / Networks;
- Bulk Infrastructure Investigations and Reports;

- Tender & Contract Documentation (FIDIC General Conditions of Contract);
- Project / Development Planning;
- Contract Administration (Claim adjudication and Payment Certificates);
- Construction Law and Dispute Resolution;
- Construction Supervision;
- Quality Assurance & Construction Standards (SANS 1200);
- Traffic Accommodation & Plans;
- Traffic Impact Assessments (TIA);
- Project Management;
- Problem Identification, Investigation and Solving; and
- Project Engineer & Client Liaison (Client / Consulting Agreements).

Other key expertise include:

- Marketing;
- Business Development;
- Information Technology (IT);
- Leadership; and
- ISO9001 Quality Management.

2. QUALIFICATIONS

<u>Year</u>	<u>Institution</u>	<u>Degree/Diploma</u>
2006	Polytechnic of Namibia	N Dip (Civil and Project Management)
2008	Carinthia University of Applied Science	B. Sc in Engineering

3. PROFESSIONAL REGISTRATIONS

<u>Professional Body</u>	<u>Registered As</u>	<u>Registration Number</u>
Engineering Council of Namibia (ECN)	Incorporated Engineer	IE 2016-6
Namibia Qualification Authority	NQA Level 9	

4. EMPLOYMENT RECORD

<u>Period</u>	<u>Capacity</u>
2025 - date	Managing Director at IGS Engineers Namibia
2024 - date	Director: Roads at IGS Engineers Namibia
2022 - 2023	Office Manager of the WCE Lüderitz Branch
2019 - 2023	WCE Consulting Engineers EXCO Representative & Chairperson (IT, Marketing and ISO 9001)
2016 - 2023	Incorporated Engineer, Junior Associate & Team Leader in the Transport Department at WCE Consulting Engineers
2008 - 2016	Incorporated Engineer (TR) at WCE Consulting Engineers

2007/2008	Completed his Bachelor of Science in Engineering at CUAS
2007	Worked as an Engineering Technician in Training at WCE Consulting Engineers
2006	Worked part-time at WCE Consulting Engineers in the Structural Department
2005	Completed two practical semesters (PON) / internship at WCE Consulting Engineers, Walvis Bay Office.

5. LANGUAGES

	<u>Speaking</u>	<u>Reading</u>	<u>Writing</u>
English:	Excellent	Excellent	Excellent
Afrikaans:	Excellent	Good	Good
German:	Mother tongue	Good	Good

6. EXPERIENCE RECORD

<u>Period</u>	<u>Description</u>
July 2024 – Ongoing	Traffic Facility Design Engineer on a 275-meter-long cyclist and pedestrian bridge which spans the Saale River and plays a key role in improving non-motorized transport (NMT) connectivity in the region. Designed as a modern steel bridge, the structure will not only provide safe and sustainable mobility options but will also become a new visual landmark in the area.
May 2024 – Ongoing	Lead Design Engineer on a residential street near the Moorbruch Sellegraben in Oberharz am Brocken, Germany. Upgrading of an existing access road to modern standards, including NMT facilities (sidewalks). Activities included detailed design of all road-related infrastructure including stormwater drainage, NMT facilities (sidewalks), access to existing properties and dealing with existing services.
Apr 2024 – Ongoing	Design Engineer on a Main Road leading through the town of Heeren, in the district of Stendal, in Saxony-Anhalt, Germany. The existing cobblestone road will be upgraded to modern / Asphalt standards together with stormwater and all related services.
Apr 2024 – May 2024	Design Engineer on a Residential Development in Landhausen (Bayern, Germany).
Jan 2024 – Apr 2024	Period was spent on training and gaining experience using CAD Software (BricsCAD) and Design Software (ProVI). Training and exposure to the nine (9) Project Stages as per the HOAI and VOB.
Sep 2023 – Nov 2023	Project Manager on the Innosun Energy Risk Assessment & Report for the transportation of Wind Turbines from the Port of Lüderitz to Site. Responsibilities included the Project's Inception, planning & project management.

Jul 2023 – Nov 2023	Geotechnical Engineer on the Hyphen Geophysical Assessment Strategy. Responsibilities included a geotechnical site investigation, various presentations and drafting of the Strategy Report. (Project Value: N\$ 10 Billion).
Feb 2023 – Nov 2023	Project Engineer on the HGI Remaining Works Project. Responsibilities included Project Inception and Project management.
May 2023 – Jul 2023	Incorporated Engineer on the proposed Kelp Blue Lüderitz Tidal Pool. Responsibilities included Project Inception and Project management.
Jan 2023 – Nov 2023	Project Manager and Design Supervisor on the design of additional campus roads at RICA Rwanda comprising of 4 Parts. Responsibilities included the Project's Inception, supervision of the detail design and Client Liaison.
Sep 2022 – Sep 2023	Senior Road & storm water Design Engineer on the Daures Green H2 Village Project (Estimated Project Value: N\$ 220 Million). Responsibilities included the site plan design and supervising the design of the Development's road & storm water infrastructure. Other responsibilities include attending meetings with the Client and coordination with other engineering disciplines.
Mar 2022 – Apr 2022	Incorporated Engineer on the Kamake Development near Rocky Crest, Windhoek. (Estimated Project value: 160 Million). Responsibilities included the supervision of a High-End Cost Estimate for the Feasibility Study of the Development.
Jan 2022 – Nov 2023	<p>Incorporated Engineer on the Vivo Rocky Crest Service Station Project. Responsibilities included overseeing and supervising the design and construction drawing municipal approval process of the Service Stations' platform and main access.</p> <p>Project Engineer on the Construction of the Access road and Platform.</p>
Nov 2021 – Non 2023	Project Engineer on the Tannery Development for Stone Projects Namibia, at Elisenheim, Windhoek consisting of 66 mixed use erven (Project Value: N\$ 50 Million). Responsibilities included Project Inception & Feasibility, Concept Design Supervision and Project management.
Oct 2021 – May 2022	Senior Civil Engineer on the Post Street Mall Refurbishment Project. (Project Value: N\$ 1 Million). The Project entailed roadworks (paving & layerworks) and access control. Responsibilities included the overseeing and supervision of the Design and Construction Supervision Engineering Team. Assisting the Principal Agent with Contractual Matter.
July 2021 – Nov 2021	Project Engineer on the Brakwater Portion 87 Project, which entailed the subdivision and road access design for an Industrial Plot in Brakwater, Windhoek.
Mar 2021 – May 2021	Transportation Engineer responsible for the Traffic Accommodation Plan (TAP) for the roads surrounding the New American Embassy in Namibia.
Oct 2019 – Jul 2021	Transportation Engineer on the Goreangab Mall at the Windhoek Waterfront Development Project (Estimated Overall Project Value: N\$ 250 Million). Responsibilities included consultation on all Roads, storm water & Access related matters. Preparing a cost estimate for the proposed upgrading

of the Bulk Services. Other responsibilities included facilitating the Traffic Impact Assessment (TIA).

- Sep 2019 – Nov 2019 Senior Civil Engineer on the Swakopmund Extension 39 Project. Responsibilities included the supervision of the Quality & Engineer's Acceptance Control and the implementation of QA systems for the Project and Local Authority. Other responsibilities included a Due Diligence review of the Detail Design & Construction drawings.
- Aug 2018 – Sep 2019 Project Manager on the Kuiseb Country Estate Development near the Friedenhau Dam (Estimated Project Value: N\$ 25 Million). Responsibilities included the Bulk Services investigation (coordination with NAMPOWER & NAMWATER), supervision of the preliminary design of the services infrastructure and cost estimates.
- Jul 2018 – Feb 2020 Incorporated Engineer on the Kleine Kuppe Bulk Services Investigation. Responsibilities included the Detail Investigation and technical studies of the existing Bulk Services in terms of: Electrical supply, Water supply, sewer conveyance, Traffic Impact Assessment (Incl. Public Transportation) and Solid Waste management. Preparation of the Bulk Investigation report.
- May 2018 – Nov 2018 Incorporated Engineer & Team Leader on the Desert Rose Development planned between Swakopmund and Walvis Bay. Responsibilities included Engineering inputs into the Township Layout planning, the preparation of a feasibility report, cost estimate and concept design of the Development's Civil Infrastructure. (Estimated Project Value: N\$ 300 Million).
- Feb 2018 – Aug 2020 Incorporated Engineer & Team Leader on the Kudu River Industrial Park in Windhoek. (Estimated Project Value: N\$ 100 Million). Responsibilities included reviewing and proposing improvements to the Development's Township layout, cost estimates and concept design of the Development's Service Infrastructure.
- Jan 2018 – Mar 2022 Senior Design Engineer (Roads & Storm water) on the Nedbank External Works Project in Windhoek (Estimated Project Value: N\$ 20 Million (External Works)). Responsibilities included the supervision of the Detail design of the road, pavements & storm water reticulation and Quality & Engineer's Acceptance control during the Construction phase (External Works).
- Jan 2018 – Nov 2023 Engineer's Representative & Project Manager on the Goreangab Waterfront Mixed-use Development (Goreangab Ext. 5) Project situated in Windhoek (Estimated Project Value: N\$ 225 Million). Responsibilities included Project management, Quality control & Engineer's Acceptance, High level site supervision and Contract Administration. Other responsibilities include Supervising the Detail Design of Phase 3 (Independence Avenue Extension & Otjomuise Intersection Upgrading).
- Sep 2017 – Dec 2022 Senior Design Engineer on the Klein Windhoek Extension 4 Residential Development in Windhoek (Estimated Project Value: N\$ 90 Million). Responsibilities included reviewing and proposing improvements to the Development's Township layout, cost estimates and preliminary design of the Development's Service Infrastructure. Other responsibilities include Supervising the Detail Design and Project Management.

Mar 2017 – Nov 2018	Roads & Storm water Design Engineer on the proposed Capital Plaza Development in Windhoek. Responsibilities included consultation on all Roads, storm water & Development Access related matters. Preparing a cost estimate for the proposed upgrading of Auas Road to dual-carriageway standards. Other responsibilities included facilitating the Traffic Impact Assessment (TIA) and Traffic Count. (Estimated Overall Project Value: N\$ +500 Million).
Jan 2017 – Nov 2023	Project Engineer on the Leopard Valley Phase 3 Access Road Project. Responsibilities included the preliminary design & project coordination of the External Works & Access to the Development. (Estimated Project Value: N\$ 25 Million).
Jan 2017 – Nov 2023	Incorporated Engineer & Team Leader on the Rocky Crest Extension 5 Residential Development (Public Private Partnership) in Windhoek. Responsibilities included coordination & negotiations with the City of Windhoek's Town planner in regard to the proposed Town plan, the preparation of a feasibility report, cost estimate and preliminary design of the Development's Civil Infrastructure. (Estimated Project Value: N\$ 150 Million).
Jan 2017 – Mar 2017	Incorporated Engineer on the Tsumeb Nomtsoub Extension 9 (300 ervan residential Development - Public Private Partnership). Responsibilities included the preliminary design & project coordination of the Civil Infrastructure. (Estimated Project Value: N\$ 70 Million).
Nov 2016 – May 2017	Transportation Engineer on the Noordoever / Vioolsdrift Dam Project, with focus on the Access Road to the Project. Responsibilities included the route determination & preliminary design of the access road and preparation of the Access Road's Section within the Project's Feasibility & Design Report. (Estimated Overall Project Value: Multi Billion N\$).
Nov 2016 – Apr 2019	Engineer's Representative & Design Engineer on the Kleine Kuppe Bulk Services Project. Responsibilities included the preliminary & detail design of the road, pavements & storm water reticulation and supervision of the Technical team. (Project Value: N\$ 16 Million).
Feb 2016 – June 2017	Project Engineer on the upgrading of Maerua Mall Taxi Rank Project in Windhoek. Responsibilities included the supervision of the Detail design of the Taxi Rank, pavements & storm water reticulation. (Estimated Project Value: N\$ 4.5 Million).
Feb 2016 – Apr 2019	Project Engineer for the Construction of a 24m Cul-de-sac, five (5) Taxi Lay-bys and new Bismarck Street entrance at the Game Center Windhoek. Responsibilities included the Detail design of the road, pavements & storm water reticulation and supervision of the Project team. (Project Value: N\$ 2 Million).
Jun 2016 – Nov 2023	Engineer's Representative & Project Manager on Extension 2 & 3 of the Lafrenz Industrial Area for Trustco Group International in Lafrenz, Windhoek consisting of 116 industrial erven (Project Value: N\$ 125 Million). Responsibilities included Project management, Quality control & Engineer's Acceptance, High level site supervision and Contract Administration.

Oct 2015 – Oct 2016	Senior Design Engineer (Incorporated Engineer in training) on the Platz am Meer Swakopmund Waterfront in Swakopmund. Responsibilities included the Supervision of the detail design of the road, pavements & storm water reticulation and site supervision. (Estimated Project Value (Access Roads & Storm water): N\$ 20 Million).
Mar 2015 – Jun 2016	Design Engineer (Incorporated Engineer in training) for Extension 2 & 3 of the Lafrenz Industrial Area for Cumbrai Islands Investments in Windhoek, consisting of 116 industrial erven (Project Value: N\$ 125 Million). Duties consisted of the Design of Bitumen Roads, stormwater infrastructure, sewer and water infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract and SABS 1200 General Specifications.
Jul 2015 – Nov 2023	Engineer's Representative & Project Manager on the Goreangab Ext. 4 MULSP Project. Duties consisted of the Design of Bitumen Roads, stormwater infrastructure, sewer and water infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract, SABS 1200 General Specifications. Main responsibilities included Project management, Quality control & Engineer's Acceptance, High level site supervision and Contract Administration. Other responsibilities included the preparation of the road and storm water design report for the Development's Planning Report. (Estimated Project Value: N\$ 85 Million).
Jan 2015 – Mar 2020	Senior Design Engineer on the Freedom Plaza Development (FNB Headquarters, 1990 Development & Hilton Garden Inn) External Works in Windhoek. Responsibilities included the detail design of the road, pavements & storm water reticulation and supervisor of the technical team. Quality & Engineer's Acceptance Control, High level site supervision during the Construction phase. (Estimated Project Value (Roads & Storm water): N\$ 25 Million).
Oct 2014 – Nov 2023	Road Design Engineer on the Eros Golf Estate Development in Windhoek. Responsibilities included the Township Layout's road reserve planning, preliminary design & cost estimates of the Development's Services Infrastructure. (Estimated Project Value: N\$ 175 Million).
Sep 2014 – Apr 2016	Road Design Engineer (Incorporated Engineer in training) for the second Office of the Prime Minister. Responsibilities included the design of the roads bulk earthworks, road & storm water and supervision of the design team. (Estimated Project Value (roads & storm water): N\$ 18 Million).
Dec 2013 – Nov 2023	Incorporated Engineer & Team Leader on the Avis RE 236 Residential Development in Windhoek. Responsibilities included coordination with the City of Windhoek's Town planners regarding proposed Township Layout, the preparation of a feasibility report, cost estimates and preliminary design of the Development's Services Infrastructure. (Estimated Project Value: N\$ 120 Million).
Oct 2013 – Aug 2015	Road Design Engineer (Incorporated Engineer in training) various projects including MegaCenter, Wild Olive Apartments, Virgin Active and The Steps Complex in Kleine Kuppe, Windhoek. (Estimated Project Value (Roads & Storm water) N\$ 15 Million).
Aug 2012 – Feb 2016	Design and Site Engineer for the upgrading of existing roads from single to dual carriage way and the construction of new access roads, parking areas and

public transport facilities for the new Grove Mall of Namibia in Kleine Kuppe, Windhoek (Estimated Project Value N\$ 110 Million). Duties included the Design of roads and associated stormwater infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract, COLTO General Specifications and SABS 1200 General Specifications, Quality Assurance and Detail site supervision during the construction phase and Contract Administration.

May 2012 – Mar 2013 Design Engineer for the bulk earthworks for 40 upmarket Units at Henning Village in Kleine Kuppe, Windhoek (Estimated Project Value N\$ 5 Million). Duties includes the Design and Construction Supervision of the bulk earthworks in a very undulating terrain.

Mar 2012 – May 2012 Design Engineer for the platform for a multistory residential tower (Ocean Key) at Langstrand, Walvis Bay.

Mar 2012 – Jul 2014 Engineer's Representative for the development of services infrastructure at Nubuamis Industrial Park in Windhoek. (Project Value N\$ 15 Million). Duties included Quality Assurance during the construction phase and Contract Administration.

Feb 2012 – Oct 2014 Design & Resident Engineer for the upgrading of the existing roads (Jan Jonker Weg, Centaurus Road and Robert Mugabe) around the Maerua Mall (Phase 3) in Windhoek (Project Value N\$ 22 Million). Duties included the Design of roads and associated stormwater infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract, COLTO General Specifications and SABS 1200 General Specifications, Quality Assurance and Detail site supervision during the construction phase and Contract Administration.

Jan 2012 – Nov 2014 Design & Resident Engineer for an Industrial Development for Trustco Group International in Lafrenz, Windhoek consisting of the Upgrading of the Existing Monte Christo road into a dual carriageway road (Project Value N\$ 7 Million). Duties consisted of the Design of the Dual Carriageway Bitumen Road with associated stormwater infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract, COLTO General Specifications and SABS 1200 General Specifications, Quality Assurance and Detail site supervision during the construction phase and Contract Administration.

Jan 2012 – April 2013 Project Engineer for the Upgrading of 600m Gravel Road to bitumen standards in Oshakati (Estimated Project Value N\$ 3 Million). Duties included the Design of roads and associated stormwater infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract, COLTO General Specifications and SABS 1200 General Specifications and Contract Administration.

Oct 2011 – Mar 2013 Design Engineer for the "Le Mont Avis Intersection" in Avis, Windhoek (Estimated Project Value N\$ 1 Million). Duties included the Design of Development's Access, Quality Assurance and Detail site supervision during the construction phase and Contract Administration.

Sep 2011 – Dec 2012 Project Engineer for the road infrastructure and access road to the Engen Service Station in Ongwediva. (Estimated Project Value N\$ 2 Million).

Duties includes the design, supervision and quality assurance during construction and Contract Administration.

- Mar 2010 – Mar 2011 Design Engineer & Engineer's Representative for the Hilton Hotel's hotel driveways, porte-cochere, and access roads (Sam Nujoma sliplane). Duties included the Design of roads and associated stormwater infrastructure, Quality Assurance and Detail site supervision during the construction phase and Contract Administration.
- Jan 2010 – Oct 2011 Design Engineer & Engineer's Representative for the Swakopmund Extension 15 Residential Development for Manah Enterprises in Swakopmund consisting of 170 erven (Estimated Project Value N\$ 20 Million). Duties consisted of the Design of Bitumen Roads, stormwater infrastructure, sewer infrastructure and water infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract, COLTO General Specifications and SABS 1200 General Specifications, Contract Administration, and Quality Control.
- Jan 2010 – Oct 2010 Design Engineer for the internal and access road to the Engen Service Station in Rundu. Duties included the Design of roads and associated stormwater infrastructure, Quality Assurance and Detail site supervision during the construction phase and Contract Administration.
- Jan 2010 – Dec 2012: Design Engineer & Engineer's Representative for a new Industrial Development (Lafrenz Extension 1) for Trustco Group International in Lafrenz, Windhoek consisting of 49 industrial erven (Project Value N\$ 29 Million). Duties consisted of the Design of Bitumen Roads, stormwater infrastructure, sewer infrastructure and water infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract, COLTO General Specifications and SABS 1200 General Specifications, Quality Assurance and Detail site supervision during the construction phase and Contract Administration.
- Jul 2009 – Sep 2011 Geometric Design Engineer for the new Sun Bay Residential Development for Zillion Investment Holdings in Henties Bay consisting of 377 erven (Estimated Project Value N\$ 60 Million). Duties consisted of the Geometrical Design of Bitumen Roads, stormwater infrastructure, sewer infrastructure and water infrastructure.
- Jan 2009 – Apr 2010 Design Engineer for the roads and associated stormwater at the Ohorongo Cement Factory at Otavi.
- Jan 2009 – Jan 2016 Design & Resident Engineer at the new Sungate mixed use development for Accolade Properties Namibia at the HKIA consisting of 400 ha of land (Estimated Project Value N\$ 300 Million). Duties consisted of the Design of Bitumen Roads, stormwater infrastructure, sewer infrastructure and water infrastructure, Preparation of Tender Documentation consisting of FIDIC General Conditions of Contract, COLTO General Specifications and SABS 1200 General Specifications, Quality Assurance and Detail site supervision during the construction phase and Contract Administration.
- Oct 2008 – Jan 2009 Engineering Technician for the Construction of a Trunk Road between Gobabis and Otjinene (Estimated Project Value N\$ 200 Million). Duties included the preparation of an Inception Report for the Project.

- May 2007 – Jun 2009 Engineering Technician for the Development of roads and services to 285 Erven for Fairway Estate, Walvis Bay (Project Value N\$ 24 Million). Duties included the Design and Preparations of Construction drawings for Road Infrastructure (3.6 km Bitumen Surfaced Roads), Water and Sewer Services.
- Jul 2006 – Jan 2012 Engineering Technician for the Development of roads and services to 229 Erven for Afrodite Beach, Walvis Bay (Project Value N\$ 60 Million). Duties included the preparation of Construction Drawings and overseeing the Taking over Process.
- May 2006 – Jun 2007 Engineering Technician (TR) for the Development of roads and services to 183 Erven for Namib Eco Village, Walvis Bay (Project Value N\$ 24 Million). Duties included the preparation of Construction Drawings.