
APPENDIX B: Project Reference Letter



Ref. No. FTS 1008/10

Date 11/01/2018

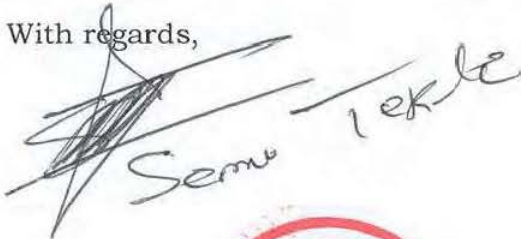
TO WHOM IT MAY CONCERN

Dear Sirs,

FRE-TSEGA Plc hereby confirms that Symbio Construction Plc (Project Management Specialist) is the Consultant who is doing the Project Management Service for Dusit Thani Wellness and Conference Destination Resort Addis, a Five Star International Resort with a project cost of 150 million USD, located in Oromia, Ethiopia.

We are happy with the services we are getting from the project management firm and we highly recommend them for any similar works.

With regards,


Semu Tekle



T: +251 116-18-42-32 / +251 116 62-76-24

E: firetsegaaddis@gmail.com

P.O.Box: 181421

Addis Ababa, Ethiopia



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ADM BUSINESS PLC

ቀን 1-5-2017
Date

የአኛ ቁጥር ADM-1061/09
Our Ref. No.

TO WHOM IT MAY CONCERN

Dear Sirs,

ADM Business Plc hereby confirms that Symbio Construction Plc (Construction Management Specialist) is the Consultant who has carried out the Project Management Service for Ramada Addis, a Five Star International Hotel Building, located in Addis Ababa Bole area.

Symbio has carried out their given task professionally and with integrity.

We are happy with the services we got from the project management firm and we highly recommend them for any similar works.

With regards,


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Adugna Bakanda
ጽ/ቤት አስተዳደር
General Manager



Ref.: 12/17/3-2/1-1
Date: May 03, 2019

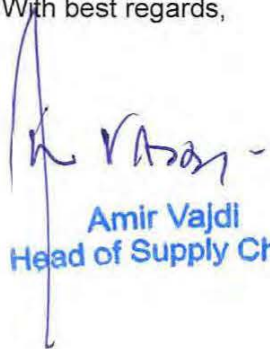
CERTIFICATE OF WORK COMPLETION

This is to certify that Symbio Construction Plc has completed successfully branding project for National Tobacco Ethiopia (NTE, a member of JTI group) as of February 2019.

The project completed on time with the required quality as per JTI Standards. The work includes Office Building Renovation and Furniture Supply with project amount of USD 781,055.09 including tax.

NTE is happy with the services, that Symbio has given and we highly recommend them for any similar works.

With best regards,


Amir Vajdi
Head of Supply Chain





DH ONE REAL ESTATE PLC.



Date: 03/04/2020

Ref. DHO/115/20

To Whom It May Concern

Ref. Symbio Project Management


Symbio Project Management is engaged as the Project & Construction Management Company for the ongoing Construction of our Elevation Diplomatic Residences Project located in Addis Ababa, Ethiopia. The project is a 280,000 Sq. Ft, 112-unit luxury apartment building for a U.S. Federal Agency with stringent quality and safety requirements.

Throughout their engagement, Symbio continuously conducted technical reviews of all design disciplines to ensure that correctness, coordination and constructability is maintained. Symbio also did construction monitoring whereby they inspected every area of the project and focused on the smallest of details, produced comprehensive reports and programmes of all system and disciplines, held routine meetings with project staff to determine problems and provide guidance and technical recommendations that contributed in effectively moving the project forward.

Symbio were focused and possessed a high-level of technical and contractual knowledge while demonstrating excellent control on work quality and project time management while maintaining commendable professional relationships with all parties involved in the project.

I have confidence in recommending Symbio Project Management because of their demonstrated knowledge in design and construction, professionalism in carrying out their work and their genuine commitment in delivering the standard of quality demanded by our company.

Yours faithfully,


Sarah Jackson

Deputy General Manager



4th Floor Afework Building, Jomo Kenyatta Street, next to Bambis Shopping Centre

Addis Ababa, Ethiopia



November 12, 2019

To whom it may concern:

H & M Puls Trading Far East Ltd. is operating worldwide with a business concept to offer fashion and quality at the best price in a sustainable way. It employs more than 171,000 employees around the world with its production head office in Hong Kong. In Ethiopia, it has been operational since 2013 and has been placing orders for ready-made garment export since then.

Symbio Construction was selected to do fit-out of our current office to which we moved in mid-2019. Symbio's responsibility included designing, import of items, installation of partitions, electricity, plumbing and IT infrastructure. As a global company we had strict requirements on timeline, quality of items delivered and precision of finishing work which Symbio fulfilled very well. We were impressed by their ability to provide professional advice and come up with alternative ideas without compromising quality. It was obvious that they have great experience in handling projects with similar standard which made communication with Symbio staff very easy. They knew where to find which material and when to start the import process which was a great value addition to deliver quality work within a tight timeline. Everyone including visitors from our offices abroad have appreciated Symbio's great work.

Symbio staff are result oriented and passionate about the work. They focus on what matters the most and deliver accordingly, even if it goes beyond what is stated in the contract agreement. Keeping their words is the other merit they have which makes work very smooth. Overall, working with Symbio has been a pleasure and the result was excellent and on-time. In view of this we highly recommend their services to any company/individual who needs such services.

All the best,

Zinash Shikur
HR & Admin Manager
H&M, Puls Trading Far East Limited
Ethiopia Commercial Representative Office
Zinash.shikur@hm.com



Puls Trading Far East Limited

Ethiopia Commercial Representative Office
Address

Telephone
+251 11 854 7173

www.hm.com

Sub City: Kirkos, Woreda:02, H.No.729
Meskel Flower Square, Aster Plaza Building 6th Floor
Addis Ababa, Ethiopia

General Information

Ref: AGT/6550/L-06/19

Date: December 18, 2019

TO WHOM IT MAY CONCERN

Dear Sirs,

It is a great pleasure to have an opportunity to express our aspiration on the outstanding performance of Symbio Construction plc as a Project Management Firm, for Ambassador Mall Project.

The project is a Five Star International Mall, located in Addis Ababa 4 Kilo area. The building has 7 stories with 22,750m² built up area.

Ambassador Garment Plc is glad with the services Symbio has given and we highly recommend them for any similar works.

With best regards,

Seid Mohammedbirhan
Managing Director



Ref: 0610/San/2020

Date: March 18, 2020

TO WHOM IT MAY CONCERN

Dear Sirs,

San Bird Real State Development Plc hereby confirms that Symbio Construction Plc (Project Management) has carried out the Property Audit for the proposed Novotel Addis Hotel project as per Accor Hotel standards.

Symbio has carried out their given task professionally and with integrity.

We are happy with the services we got from the project management firm and we highly recommend them for any similar works.

With regards,


Alem Yindem



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Ref: Mi.Foam/001/009/09

Date: 1.12.2016

TO WHOME IT MAY CONCERN

Dear Sirs,

Mieyona Construction hereby confirm that Symbio Construction Plc (Construction management specialist) is the Consultant who execute the Construction Management of a B+G+6 Apartment Building, located at Olompia area with a project cost of 35 million Eth. Birr.

We the client are satisfied with the service rendered to us by the team and we highly recommend him for any similar construction management service work the future work.

With regards,



A handwritten signature in blue ink, appearing to read "Eyob Niguseie".

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Eyob Niguseie
ዋና ሥራ አስኪያጅ
General Manager

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Dagi Pvt. Ltd. Co

Addis Ababa Ethiopia

☒ - 21616 ☎ - 011-5546340 / 1

☎ - 091-7752522

Date :- 03/02/2018

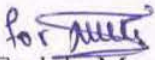
Ref.No: -Dagi/Pvt/Ltd/Co/100/10

To Whom It May Concern

Dagi Plc hereby confirm that Symbio Construction Plc (Construction Management Specialist) is the Project Management Team who project management for B+G+15 Apartment and Office building, which the head quartz for HUWAI company with project cost of 450million Eth. Birr.

We are glad with the service we got from the firm and we highly recommend them for any similar works.

Best Regards,



Endale Masresha
General Manager





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DAG TRADING P.L.C

EXPORTER, IMPORTER, WHOLESALER & TRANSPORTERS
TEL 6-461616/6-453431 FAX 00251-1- 6-457680 P.O.BOX 14607 Addis Ababa, Ethiopia
E-mail Address: dagt.addis@gmail.com, dagtrading2010@hotmail.com, dagt@ethionet.et

Date: December 1, 2016

Ref: Dag/3149/2009

TO WHOM IT MAY CONCERN:

This is to certify that Symbio Construction Plc has been doing Project Management of our hotel building, which the detail description list below, from September 2014 to January 2016.

1. Nexus Hotel Expansion Project:

- **Client:** DAG Trading plc
- **Location:** Addis Ababa, Ethiopia
- **Project Description:** Hotel Project with the following features
 - 85 Guest rooms
 - Two Restaurants
 - SPA with Gymnasium, Sauna, Steam and Jacuzzi
 - Swimming pool
 - Meeting halls

Equipped with the following major facilities

- Fire fighting with sprinkler system
 - Air conditioning system (AC)
 - CCTV cameras
 - Mechanical Ventilation
 - Fire alarm system and others
- **Total project budget :** More than 300 million Birr
 - **Project Status:** Finishing works & MEP Installation

With regards,


ዘና ዳዊት
Zena Dawit
ም/ሥራ አስኪያጅ
Deputy Manager





Ref No. *PN/1630/16*
Date July 25, 2016

TO WHOME IT MAY CONCERN

We hereby confirm that **Symbio Construction Plc** (Construction management specialist) successfully rendered the pre-construction service for a **Workshop and School Building Project for People in Need.**

The scope of the service included bid and contract documents preparation for contractor, coordination during bidding, evaluation, guide during negotiation, award and contract signing.

We are very happy with the services we got from the consultant and we highly recommend them for any similar works.

With regards,



Sara Worku
Acting Country Director

People In Need
People In Need www.peopleinneed.cz



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ROYAL FOAM SPRING MATTRESS AND PLASTIC MANUFACTURING

Ref: Royal/001/053109

Date: 11/12/2016

TO WHOME IT MAY CONCERN

Dear Sirs,

We hereby confirm that Symbio Construction Plc (Construction Management specialist)has given Project Management Services to our company.

Some of the projects done by Symbio for Royal Foam Spring Mattresses & Plastic Manufacturing Enterprise are the following:-

- a) G+4 Head Office Building & Factory Buildings, located at Oromia Region, Alem Gena with a project cost of 80 million Eth. Birr
- b) Cement and PP bag Factory Building, located at Oromia Regaion, Menagesha with a project cost of 45 million Eth. Birr.
- c) Warehouse Building located at Dire Dawa with a project cost of 16 million Eth. Birr.

We are very happy with the services we got from the firm and we highly recommend them for any similar works.



With regards,

[Signature]
አዮብ ንጉሴ
Eyob Nigusie
ዋና ሥራ አስኪያጅ
General Manager



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DAG TRADING P.L.C

EXPORTER, IMPORTER & WHOLESALER

TEL 6-461616/ 6-453431 FAX 00251-1- 6-457680 P.O.BOX 14607 Addis Ababa, Ethiopia
E-mail Address: dagt.adds@gmail.com

Date: November 28, 2016

Ref: DAG/3136/2016

TO WHOME IT MAY CONCERN

Dear Sirs,

We hereby confirm that Symbio Construction PLC (Construction Management Specialist) successfully completed the Design and Supervision of a Warehouse Building for Dawit G/Tsadik Administrated by Dag Trading PLC, located at Kality, Addis Ababa with a project cost of 4.5 million Eth. Birr.

We are very happy with the services we got from the consultant and we highly recommend them for any similar works.

With regards,


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Ashenafi Glegziabher
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Finance & Adm. Manager

