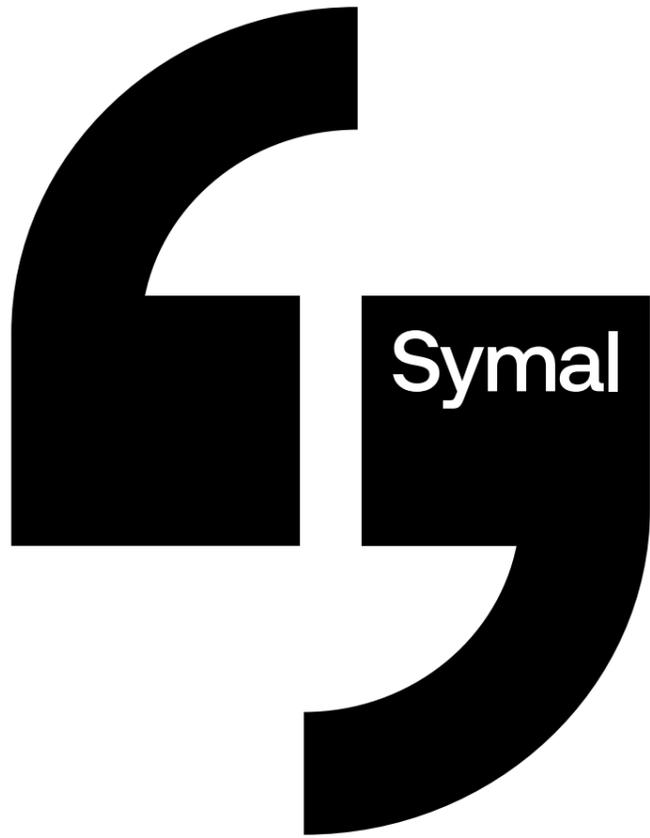




Building.
Better.
Together.



**We are Symal.
Driving change,
together.**

**Everyone wants
a better tomorrow.**

Infrastructure that goes the distance, cities designed to meet the needs of the future, and places that really connect people. We get to make it happen. We're the lucky ones.

An ambitious, dynamic company backed by the insight and track record of an established team; we offer an inspiring, flexible approach that brings people together. Today, and for the long term – when it comes to partnerships, we wouldn't have it any other way.



Together



Symal. United as one.

Symal is a group of highly experienced companies united by a common goal. Together, we strive to find new ways of bringing ambitious visions to life, to the highest standards.

A cohesive team of specialists, we each bring a unique set of skills and capabilities to our offering. Our expertise covers the construction spectrum – from building civil infrastructure for our community, shaping structures of tomorrow to answering large-scale construction challenges with our effective solutions.

Together, we're setting a new benchmark for collaboration, innovation, engineering and outstanding delivery for the construction industry.

Symal Infrastructure. **Construction starts here.**

Symal Infrastructure (formerly Civilex) is the Symal Group's infrastructure division. As a self-performing contractor, our reputation for delivering quality infrastructure outcomes, across diverse sectors, lays the foundation for success.

Symal Structures. **Ideas take shape.**

Symal Structures (formerly Conset) is the Symal Group's structural division. With a knack for efficient and effective programming, our work lets ideas take shape in the structures services market for quality outcomes and results.

Symal Solutions. **Thriving on a challenge.**

Symal Solutions is the Symal Group's solutions division focused on northern and eastern Australia. It offers plant hire, logistics and contracting solutions for construction projects of all sizes.

Wamarra. **To build. To grow.**

Wamarra is an Indigenous contracting business providing meaningful career opportunities and pathways for Aboriginal people through long term sustainable employment initiatives.

Grampians Excavations. **There's always a way.**

Grampians is the Symal Group's solutions division focused on south eastern Australia. It offers a diverse range of construction services including quarry, plant hire and logistics solutions.

Incore. **A lasting legacy.**

Incore is the Symal Group's innovative, agile property development business that markets high-quality developments across the commercial, residential, retail and industrial sectors.

Us. Inside and out.

Our purpose – it's all driven by who we are. As part of the Symal Group, our values are more than guiding principles, they take the lead on how we go about fostering partnerships and driving change from within. As a result, they shape our offering, and cement our reputation for outstanding delivery.



Inspiring action.

We are impactful.

We're doers and determined to make a meaningful difference for the better. It means we're not afraid to lead the charge and set the standard when it comes to processes and expertise.

Our action speaks for itself - we are at the helm of some of the most valuable projects in the industry and throughout Australia.

Building confidence.

We are dependable.

We can be trusted to keep our promises. Our business is built on long-term, mutually beneficial relationships, with honesty and transparency at their core and effective delivery as standard.

Not one for standing still - our adaptability and agility are testament to our team's skills, working collaboratively and forming partnerships with clients.

Innovating with ingenuity.

We are resourceful.

Innovation - it's something we use a lot in our industry. We imagine new ways to solve problems and realise our clients' vision and see every project as a chance to develop customised solutions, built around proven processes.

Across operations and construction projects, we lead from a position of insight, combining better business sensibility with exceptional value.

Showing we care.

We are genuine.

Core to the promise of care is safety. We have a positive safety culture across our entire workforce, and clearly outline the standards expected, helping our people minimise risk and stay safe.

We hold a positive, inclusive and considerate attitude toward people, projects and our planet and proactively shape the right culture for our people.

Ready to go.

Our experienced, highly skilled project and engineering teams are empowered in making decisions reflecting our agility and ability to pivot to our clients' changing needs.



100+

engineering staff, supported by dedicated in-house departments.



700+

workforce, including 600+ site-based staff.



400+

pieces of civil plant and equipment.



500+

million dollar turnover per year.

One team.

Nicholas Murdoch
Chief Financial Officer
Symal Group

Nicholas' high-level and long-term commercial insight and economic strategy are invaluable to our Board of Directors. As CFO for almost 20 years, his management skills ensure financial statements, budgeting and risk analysis always keep us on track to deliver on our promises.

Nabeel Sadaka
Chief Executive Officer
Symal Group

With a strong vision and an ambitious approach to progress, Nabeel's experience in the construction industry is a key growth driver at Symal. A proven leader, with a track record for forming effective, long-term partnerships, Nabeel has the engineering skills and business acumen to bring people together through shared values.

Joe Bartolo
Managing Director
Symal Group

Joe unites the Symal group, inspiring us all to strive for a better tomorrow, every day. With over 20 years' experience in the industry, Joe has worked on hundreds of diverse construction projects. With drive and passion for the business, Joe embeds a positive culture across 700+ highly skilled staff.

Olivia Bartolo
Corporate Services Director
Symal Group

Talented multi-disciplinary team manager, Olivia is responsible for quality human resources, organisational development, and creating learning and development frameworks to support strategic outcomes. She drives diversity and inclusion, staff engagement, and influences culture while delivering social procurement outcomes.

Ray Dando
Construction Director
Symal Group

Ray is a strategic problem-solver, skillfully managing engineering, project operations and risk while establishing key commercial relationships. Over the past decade with us, he has inspired leadership in others and consistently delivered beyond client expectations.

Andrew Fairbairn
Pre-Contracts Director
Symal Group

Andrew is an innovative thinker and has a solid industry foundation with an astute approach to pre-contracts. Over the past decade with us, he's built a strong reputation for foresight, accuracy and efficiency, enabling our clients, and our business, to move forward with confidence.

Trusted to make a difference.

There's no better illustration of our breadth of experience than the diversity of the sectors we work in. Across Australia, we're driving change in the approach of some of the nation's most prominent construction projects.

Transport infrastructure
Energy and resources
Ports
Airports
Water infrastructure
Defence
Environmental restoration
Structures
Community infrastructure
Justice
Residential
Commercial and retail
Education
Health
Industrial
Technology
Tourism and leisure





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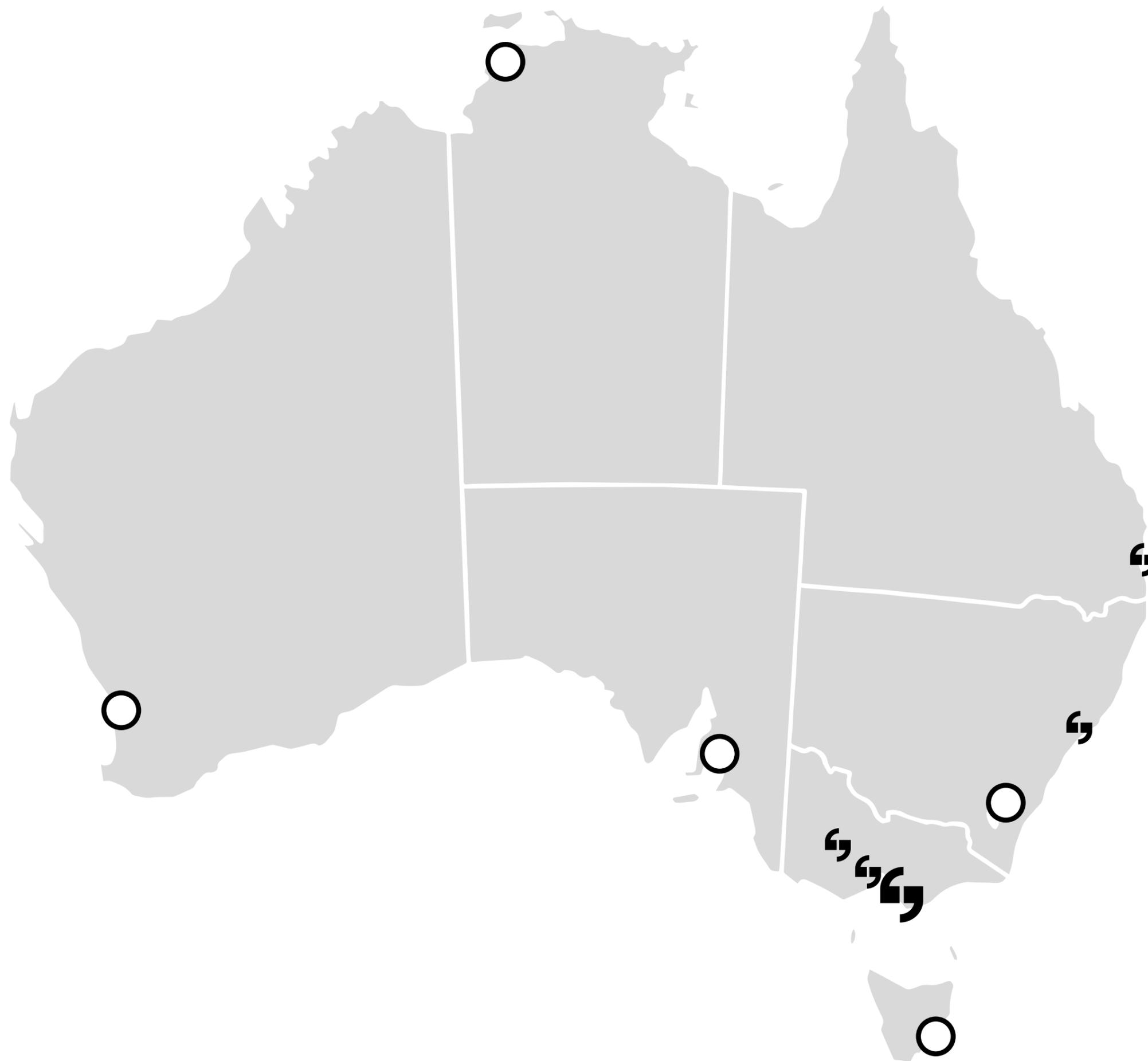
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Together.**