



FBC Holdings Limited

You Matter Most

Group Company Profile

Our Diversified Group



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Message From The Group Chief Executive



I am delighted to share with you the FBC Holdings company profile which provides you with an overview of FBC Holdings Limited and some insights into our key business units. Since its inception in 1997, the Group has evolved and transformed itself in a manner designed to serve its stakeholders better, while remaining relevant in its target markets. We have, however remained unwavering in our dedication to service excellence and in our consciousness of the social and environmental factors in our communities. By nurturing the best talents and deploying the latest technologies, FBC Holdings Limited is on a solid footing to continue delivering value to its stakeholders.

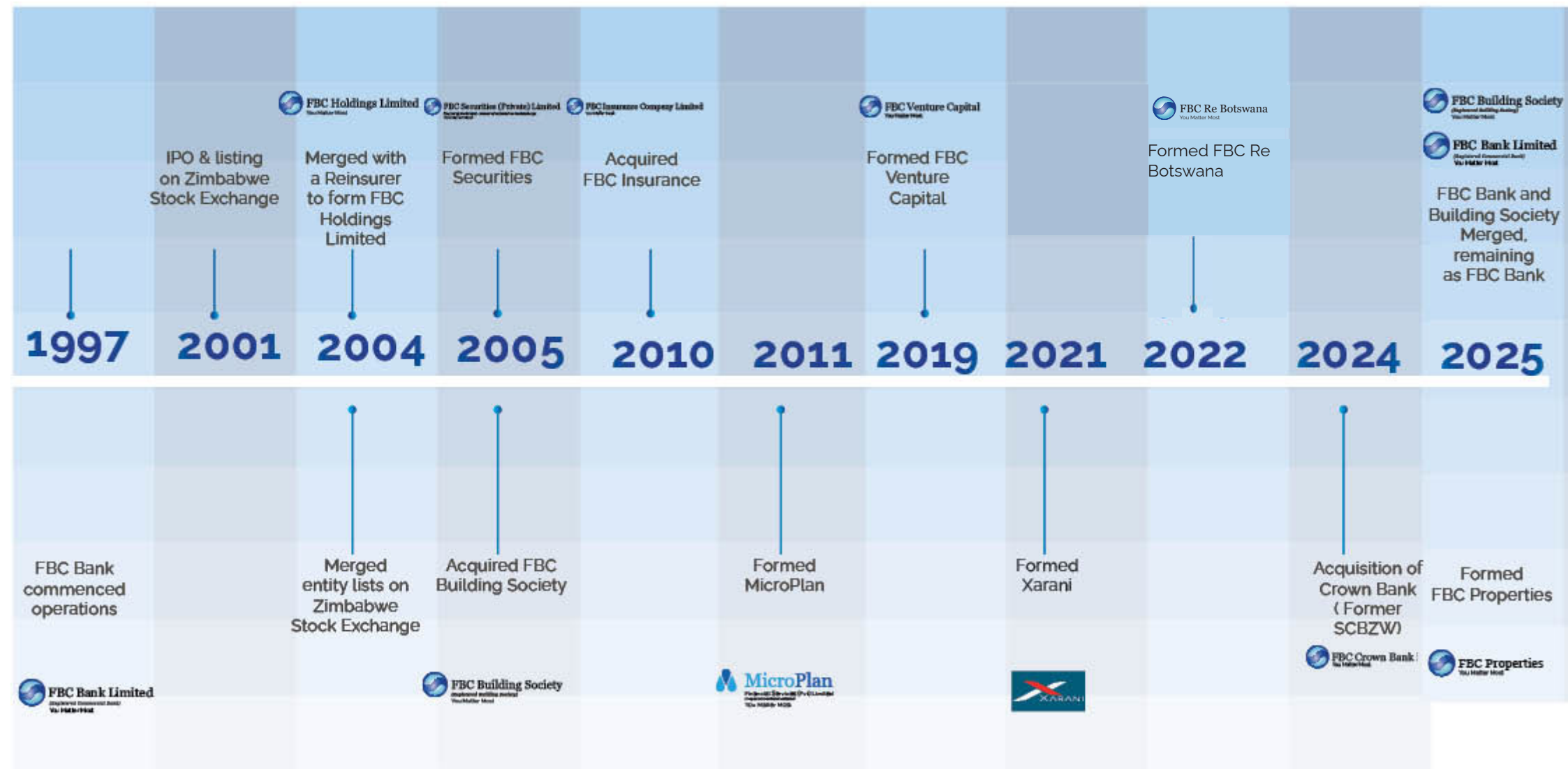
I wish to express my sincere gratitude to our various stakeholders, including but not limited to investors, strategic partners, clients, and regulatory authorities for their unwavering support of FBC Holdings Limited.

I am grateful to the FBC Holdings Board of Directors, Management, and staff for their guidance, contribution and support in executing our corporate strategy. In this vein, we promise our esteemed stakeholders that the Group will continue to deliver sustainable, innovative and market-leading products to present and future generations.



Trynos Kufazvinei
Group Chief Executive

Our Journey(1997-2026)



Our Corporate Philosophy

Vision

Nurture sustainable solutions that enable the financial well-being of the communities we serve

Mission

To deliver a unique customer experience through value-adding relationships, simplified processes and relevant technologies.

Our Promise

You Matter Most



Our Pillars of Strength

Integrity is the bedrock of our foundation and the cornerstone of the FBCH Group's success.

Core Values

- **Integrity**
- Teamwork
- Commitment
- Communication
- Lifelong-learning
- Entrepreneurship

Governance

- Independent Chairpersons
- 9 Boards of Directors
- 40 Non- Executive Directors
- 17 Executive Directors

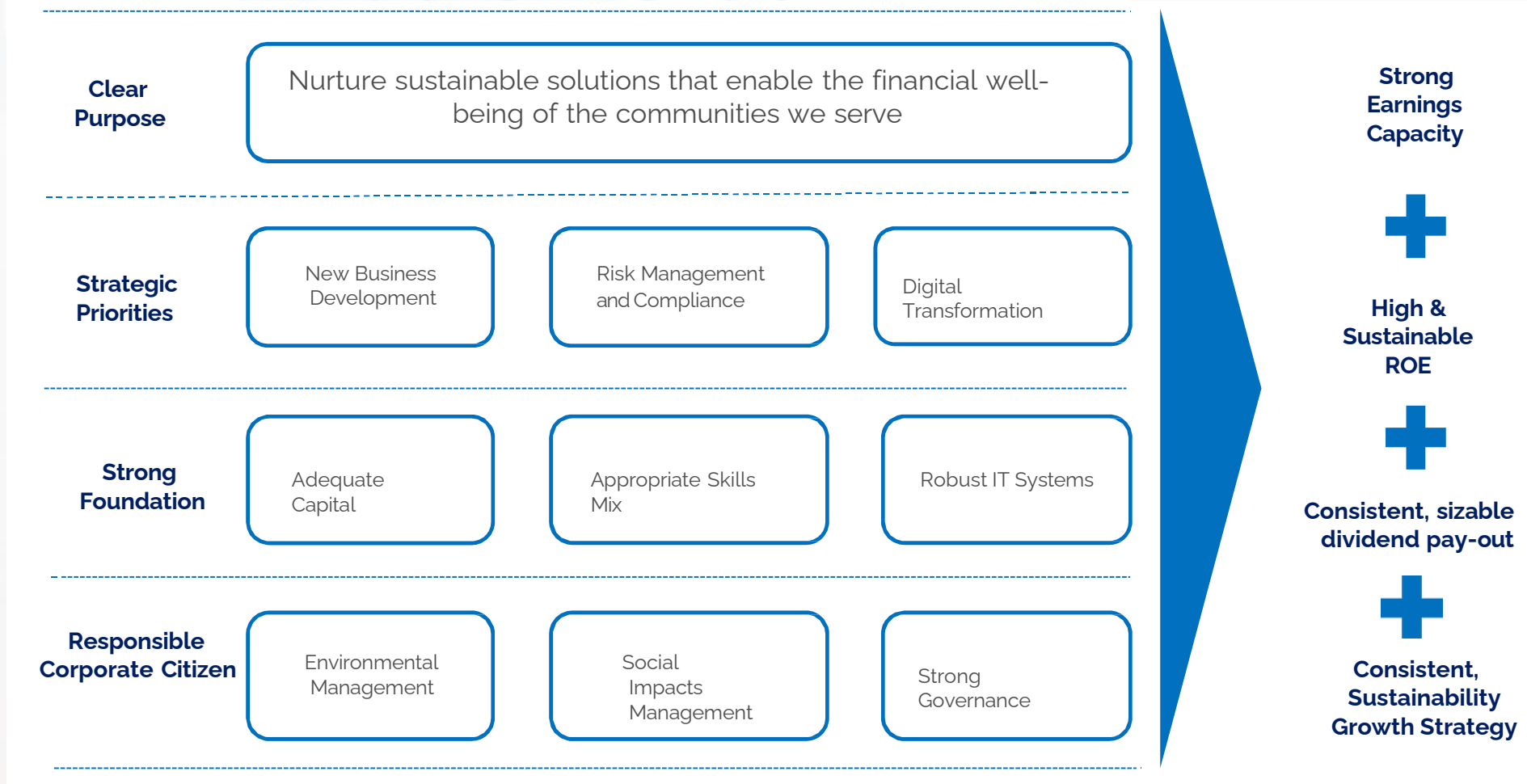
Our Team

- ± 1000 permanent employees
- + 76% aged < 45 years
- 42% female employees
- ± 300 on internships and contracts

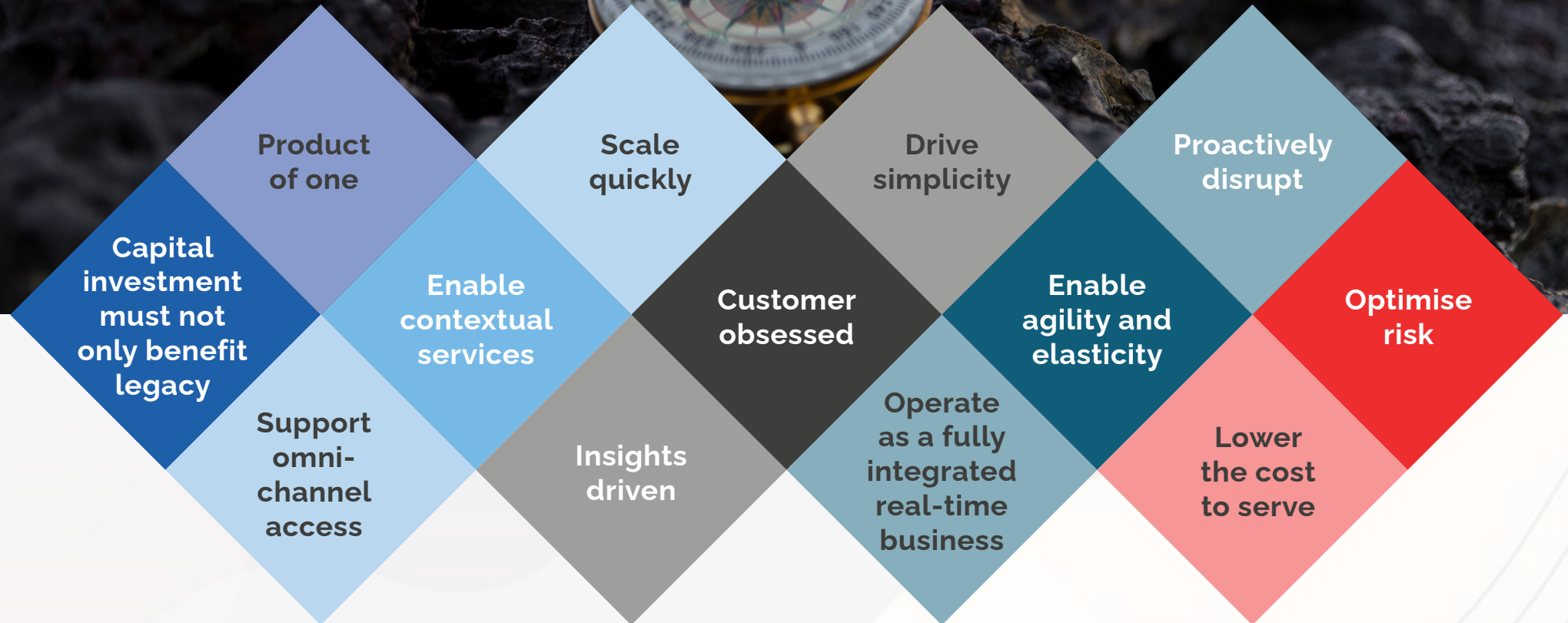
Social Impact

- Climate Positive Agenda
- Bursaries and Internship
- Sports, Arts and Culture
- Welfare of Senior Citizenry

What Defines Us



Our Business Principles





FBC Holdings Limited

You Matter Most

Consumer & Investment Banking



- Commercial Banking
- Investment Advisory Services
- Custodial Services



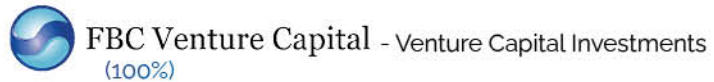
- High Networth Clients
- Wholesale Clients



- Property Development
- Mortgage Financing



- Micro Finance Services



- Venture Capital Investments



- Equities Trading
- Sponsoring Broker

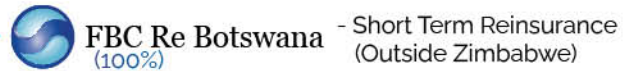
Insurance Services



- Non-Life Insurance
- Medical Insurance
- Life Assurance



- Short Term Reinsurance
- Life Re-Assurance
- Health Re-Assurance



- Short Term Reinsurance
(Outside Zimbabwe)

Digital and Innovation Services



- Fintech
- Software Development
- Innovations Hub



FBC Bank

FBC Bank Limited is a commercial bank registered in accordance with the Zimbabwe Banking Act (Chapter 24:20). The bank serves individual clients, small to middle market businesses, large corporates and institutions with a full complement of commercial and investment banking services.

Core Activities

Retail Banking

- Individual and Business Lending
- SME Banking
- e-Commerce Banking Solutions
- Deposit Acceptance
- Bancassurance

Corporate and Institutional Banking

- Agribusiness
- Loans and Overdrafts
- Offshore Financing
- Lease Financing
- Factoring
- Bankers Acceptances
- Corporate and Structured Finance

Structured Trade Finance

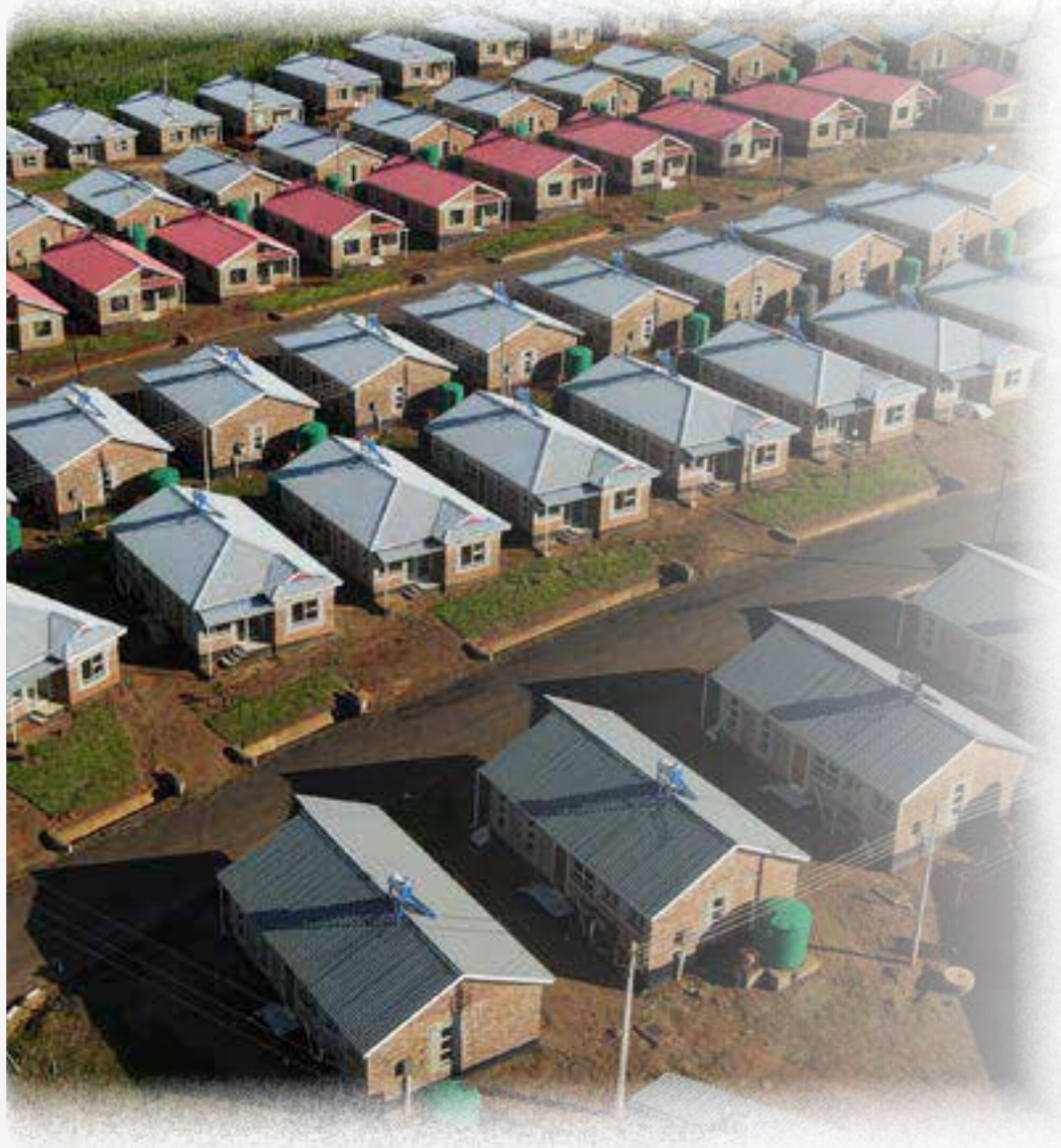
- International Payments
- Pre and Post-Shipment Financing
- Correspondence Banking
- Exchange Control Services

Treasury

- Time deposits
- Foreign Currency Trading
- Money Market Investments

Business Banking

- Vanilla Loans/ Overdraft Facilities
- Guarantees/Bid Bonds/Advance Payments
- Asset Financing
- Lease Financing
- Order Financing
- Invoice Discounting
- Mortgage Loans
- Equity Release
- Value Chain Financing



Products and services

FBC Properties is the property development and mortgage financing arm of FBCH. The entity has delivered over 1,900 units and delivered nearly US\$100 million in projects since 2009.

Technical Resources within FBC Properties (Private) Limited

- **Manpower:** A full complement of professionals, including in-house engineers, quantity surveyors, design teams, project managers, SHE officers and specialised supervisors for all construction trades.
- **Equipment:** An owned fleet of modern plant, including excavators, bulldozers, graders, and concrete mixers, ensuring project continuity and cost control.

Core Activities

Property Development

- Cluster Home Schemes
- Medium Density Schemes
- High Density Schemes
- Land Banking



FBC Insurance

FBC Insurance (Private) Limited is a short-term insurance company, licensed to offer a wide array of insurance products that include motor, engineering, accident, fire, marine, farming, aviation and health insurance cover.

Core Activities

Underwriting

- Property
- Motor
- Agriculture
- Transportation
- Guarantees
- Travel

Risk Management

- Pre-loss assessment
- Post-loss assessment

Finance and Investment

- Money Market
- Prescribed Assets
- Quoted Shares
- Unquoted Shares
- Cash

Medical Insurance

- FBC Health
- Hospital Cash Plan

Funeral Cover



FBC Reinsurance

FBC Reinsurance Limited provides risk transfer solutions to insurers in Africa and beyond. Its major role is to provide underwriting capacity to allow short term insurance companies to assume greater individual risks than their size would otherwise allow. It also protects the insurer's (i.e. cedant's) balance sheet against catastrophic losses and larger than predicted accumulation of claims, management advice and risk management.

Core Activities

Short-Term

- Fire
- Engineering
- Marine
- Aviation
- Agriculture
- Cyber
- Political

Risk Management

- Pre-loss Assessment
- Post-loss Assessment
- Pure Risk Management Advise

Finance and Investment

- Money Market
- Prescribed Assets
- Quoted Shares
- Unquoted Shares
- Cash

Life and Health Re-Assurance

- Individual Life
- Key Man Cover
- Funeral Products
- Group Life Products
- Policy Riders
- Health Products
- Micro Insurance Products



FBC Re Botswana

FBC Re Botswana is a leading reinsurer which has established a track record of service excellence to the region. The entity is set to re-define the insurance landscape in Africa and the world at large by offering customised reinsurance solutions that meet the unique needs of clients. The company has the experience, requisite competencies and technical capacity to write all lines of life and non-life insurance on a facultative and treaty basis. The reinsurance company's services include fire, motor, marine, aviation, agriculture, engineering, cyber risk insurance, miscellaneous accident, political violence and terrorism.

Core Activities

Short-Term

- Fire
- Engineering
- Marine
- Aviation
- Agriculture
- Cyber
- Political

Risk Management

- Pre-loss Assessment
- Post-loss Assessment
- Pure Risk Management Advise

Finance & Investment

- Money Market
- Prescribed Assets
- Quoted Shares
- Unquoted Shares
- Cash

Life & Health Re-Assurance

- Individual Life
- Key Man Cover
- Funeral Products
- Group Life Products
- Policy Riders
- Health Products
- Micro Insurance Products



FBC Securities

FBC Securities (Private) Limited is a registered stock- broking company whose core business is to facilitate equities trading at the Zimbabwe Stock Exchange and Victoria Falls Stock Exchange (VFEX) on behalf of clients. FBC Securities (Private) Limited offers a range of services to its clients that include research, advisory services, private portfolio management, and sponsoring broker services.

Core Activities

Equities Trading

- Daily Trading
- Block Placements
- Share Buy Backs

Risk Management

- KYC Verification
- AML and Fraud
- Sanctions List Verification

Advisory

- Sponsoring Broker
- Investment Appraisal
- Issuer Advisory
- Investor Advisory

Capital Raising

- New Listings
- Rights Offers
- Divestures
- Acquisitions
- Asset Disposals



Microplan

Microplan Financial Services (Private) Limited is a microfinance institution that focuses on micro-lending to the un-banked sector and hence caters for lower income segment clients.

Core Activities

Micro Credit

- SSB and Government Pensions
- Other pension's schemes
- Salary- based loans under deduct-at-source (DAS)
- Consumer loans

Business Facilities

- Micro-enterprise loans
- Order Finance

Other Schemes

- Laptop credit facility
- Furniture Facility
- Cluster/Group Lending

Advisory Services

- Financial literacy Programs
- Business training
- Customer knowledge seminars/workshops

Micro Insurance

- Loan protection scheme
- Household/Fire Policies
- Business insurance
- Hospital Cash Plan
- Micro Insurance

Payments

- Payment and Remittances
- Internet Banking
- Mobile Moola
- Ecocash



Crown Bank

Crown Bank (formerly Standard Chartered Bank Zimbabwe) has operated for over years. We are the oldest financial institution in Zimbabwe having been established in 1982. Crown Bank Zimbabwe, which was acquired by FBC Holdings in May 2024, is a registered commercial bank and a member of the Deposit Protection Corporation.

Corporate and Institutional Banking

- Current and Savings Account
- Short Term and Term Loans
- Overdraft Facilities
- Agribusiness
- Lease Finance(Asset Financing)
- Offshore Financing
- Host to Host Integrated Payment Solution
- Point of Sale Machines
- Online Bulk Payment Uploads
- Business Debit Cards
- Islamic Banking

Business Banking

- Current and Savings Accounts
- Term Loans
- Overdraft Facilities
- Agribusiness
- Lease Finance(Asset Financing)

Wealth and Retail Banking

Consumer Loans

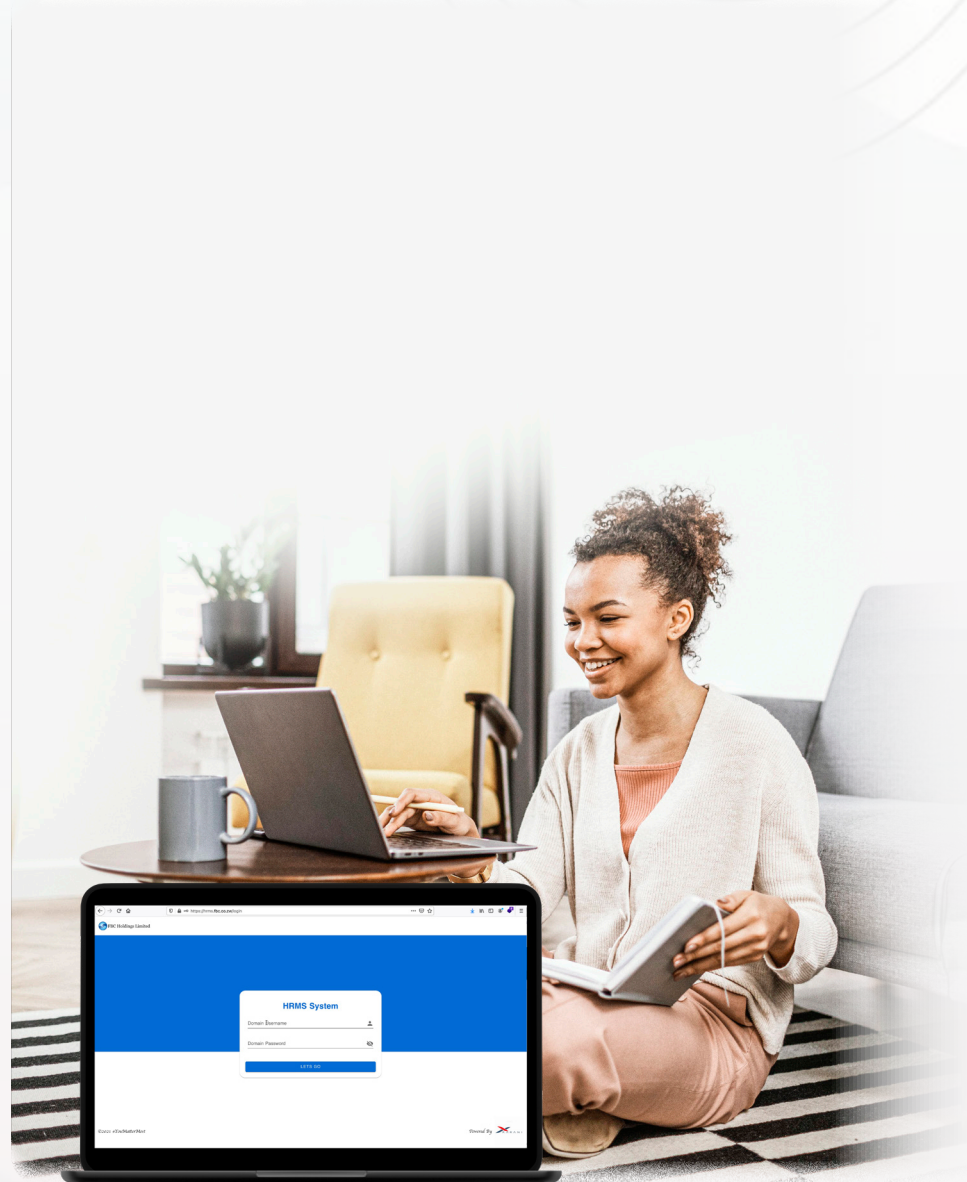
- Mortgage Financing
- E-commerce Banking Solutions
- Deposit Acceptance
- Bancassurance
- Safe Custody
- Agency Banking (Teller Implants)
- Card Services
- VISA Infinite Card
- ATMs
- Current and Savings Accounts
- Priority Banking
- Relationship Management

Treasury

- Time Deposits
- Forex Trading
- Money Market Investments
- Money Market Deals
- Cross Currency Deals
- Local Unit Trades
- WBWS FX Trades
- Treasury Bills
- Offshore Depos/Nostro Interest Income
- FX Proprietary Trading

Structured Trade Finance

- Correspondent Banking
- Online International Payments(including CNY payment capability)
- Bonds and Guarantees
- Import and Export Invoice Financing
- Letters of Credit
- Pre and Post- Shipment Financing(CMA and Warehousing Financing)
- Exchange Control Services



Xarani

Xarani Fintech is a fully fledged financial technology arm that was created as a direct response to the ever-changing global dynamics requiring innovative, relevant digital solutions for the marketplace.

"Xarani" (pronounced harani) is a traditional name rooted in our Zimbabwean language and culture which essentially means "a thread" or "string". A thread is used in sewing or binding together of cloth or other materials to create something new, albeit something useful. The "Xarani" is the essential catalyst that makes this possible.

The world is now going through the 4th industrial revolution, fundamentally driven by technology and ecosystems. Xarani is the thread that plays a pivotal role of bringing together, local and global ecosystems through talent, skill, creativity, collaboration and an enduring solutionist spirit.

Our insights driven, solution-focused and agile operations are hinged on a deliberate data-driven strategy that is geared towards creating scalable platforms in order to create value.

- Digital Onboarding
- Electronic Know-Your-Customer
- Real-Time Proof-Of-Life
- Digital Identity
- Credit Scoring
- SSB Deduct-At-Source
- Human Resources Management System
- Address Verification
- Mobile Number Verification
- Online Anti-Money laundering Checks
- Strategy Consultancy and Advisory
- Face Compare



Awards



🏆 **2007**-Banking Sector Award Quoted Companies Survey

🏆 **2012**- Banking Sector Award Quoted Companies Survey

🏆 **2015**- Best Banking Corporate Governance Practices: GCI

🏆 **2015**- Best Banking Internal Audit Disclosures : GCI

🏆 **2015**- Best Banking Risk Management : GCI

2017 Awards

🏆 Diversity Impact Award- IPMZ

🏆 Merit Award for Best Banking Risk Management Disclosures :CGI

🏆 Second Prize for Best Banking Internal Audit Disclosures : CGI

🏆 Third Prize for Best Banking Board Governance Disclosures : CGI

2018 Awards

🏆 HR Technology Award : IPMZ

🏆 Microplan SMART Campaign Client Protection Certification: The Smart Campaign

🏆 First Prize for Being the Best in Property Development under the Residential Projects Category: Chartered Institute of Project Managers Zimbabwe (CIPMZ)

🏆 Top Sustainable Company of the Year award: ESG Zimbabwe

🏆 Short Term Insurance Runner up Award: Top Companies Survey Awards

🏆 Most Innovative Use of ICT by an MFI: Zimbabwe Association of Microfinance Institutions(ZAMFI)

🏆 Most Client Focused and Socially Responsible MFI: ZAMFI

🏆 Matabeleland Region 1st Runner- Up Enterprise Development Zimbabwe National Chamber of Commerce (ZNCC)

2019 Awards

🏆 1st runner up in the Most Digitised & innovative Micro Finance Institution: ZAMFI

🏆 Most Exceptional customer-centric Micro Finance Institution:ZAMFI

🏆 Fastest Growing Micro Finance Institution: ZAMFI

🏆 Most Financially stable Micro Finance Institution: ZAMFI

🏆 First Runner Up Innovative Product Award : Insurance Awards

🏆 Overall Winner Risk and Internal Control Reporting Award: CGI

🏆 Overall Winner Best Governed Banking Institution: CGI

🏆 Most Sustainable Corporate Social Responsibility Programme of the Year Award: Banks and Banking Survey Awards

🏆 Recognition as One of the nation's Top Five Listed Companies in The Zimbabwe: Quoted Companies Survey (QCS)

🏆 Most Client Focused and Socially Responsible MFI: ZAMFI

🏆 Matabeleland Region 1st Runner- Up Enterprise Development Award Zimbabwe National Chamber of Commerce-(ZNCC)

🏆 1st Runner Up People Development and Impact Award 2018: IPMZ

2020 Awards

🏆 Best Mobile Banking Awards : Digital Banker Africa (DBA)

🏆 Best Digital Bank : DBA

🏆 Overall winner : Banks and Banking Survey 2020

🏆 Overall Best Corporate Governance Disclosures by a Banking Institution: GCI

🏆 Best Banking Risk Management Practices:

🏆 Best Banking Board Governance Practices: GCI

🏆 1st Runner Up Most Innovative Organisation: CCAZ

🏆 Service Excellence Award Microfinance Sector: CCAZ

2021 Awards

🏆 Overall Best Corporate Governance Disclosure in Banking Institutions: CGI

🏆 Top Covid-19 Supporting Organisation of the Year ESG Network Zimbabwe

🏆 1st Runner Up Service Excellence in the Microfinance Sector: CCAZ

🏆 Best Private Infrastructure Funding Institution Global Renaissance

🏆 1st Runner Up - Most Resilient MFI : ZAMFI

🏆 Reassurance Company of the Year Award: Zimbabwe Independent Insurance Survey and Awards

🏆 1st Runner Up - Best Risk Management Disclosure: GCI

2022 Awards

🏆 Fastest Outreach Growing Micro-Finance Institution of the year: ZAMFI

🏆 Social Responsibility Award: Banks and Banking Survey

🏆 Best Campaign – Finance and Insurance in the Banking and Finance Sector: Institute of Public Relations and Communication Zimbabwe



Awards



2023 FBC Holdings

- 🏆 Best ESG Impact Projects and Sustainability Governance Oriented Organization (Winner) ESG Network Zimbabwe
- 🏆 Zimbabwe Cyber Security Excellence Awards: Cyber Security Financial Team of the Year (Winner)-Institute of Cyber Security Zimbabwe : ICSZ
- 🏆 Zimbabwe Cyber Security Excellence Awards: Outstanding Cyber Security Team of the Year (Winner): ICSZ
- 🏆 HR Technology Transformation Award (Winner): The Institute of People Management of Zimbabwe (IPMZ) HR Excellence Awards
- 🏆 People Impact Award (1st Runner Up) Environmental, Social and Governance: (2nd Runner Up): IPMZ HR Excellence Awards
- 🏆 Environmental, Social and Governance Award (2nd Runner Up): IPMZ
- 🏆 Outstanding Cyber Security Team of the Year: ICSZ
- 🏆 Cybersecurity Financial Team of team of the Year: ICSZ
- 🏆 Corporate Social Responsibility of the Year Diamond Award National Exceptional Marketing Awards(EMA)- Marketers Association of Zimbabwe(MAZ)

2023 FBC Bank

- 🏆 Overall Best – Banking Institutions (Winner): Chartered Governance and Accountancy Institute in Zimbabwe(CGI)
- 🏆 Best Risk Management (Winner): CGI
- 🏆 Best Governance Practices (First Runner Up): CGI
- 🏆 Digital Innovation Award (1st Runner Up): Banks and Banking Survey

2023 FBC Reinsurance

- 🏆 Top Life Reinsurance Company (Winner): Top Companies Survey Award
- 🏆 Reinsurance Company of the Year (1st Runner Up): The Independent 2023 Insurance Survey

2023 Microplan

- 🏆 Service Excellence Awards – Microfinance Sector (1st Runner Up): Contact Centre Association of Zimbabwe: (CCAZ)



Awards



2024 FBC Holdings

- 🏆 Best Corporate Event of the Year 2024- FBC Zim Open: Marketers Association of Zimbabwe(MAZ)
- 🏆 Best Corporate Social Responsibility Campaign of the Year 2024- Gold Award: Marketers Association of Zimbabwe(MAZ)
- 🏆 Environmental Stewardship and Clean Energy Champion Award: ESG Network Zimbabwe

2024 FBC Bank

- 🏆 Overall Best Performing Bank Runner Up Award: Banks and Banking Survey Awards
- 🏆 FBC Bank was recognised for its exceptional contributions as pioneers in the adoption of ZIPIT, at the Zimswitch 30th Anniversary Milestone Awards celebrations.

2024 Microplan

- 🏆 Most Digitised MFI of the Year Runner Up Award: Zimbabwe Association of Microfinance Institutions(ZAMFI)
- 🏆 Outstanding Financial Services Provider in Mashonaland West Province: Mashonaland West Excellence Awards
- 🏆 Customer Experience Service Excellence 2nd Runner Up Award in the Microfinance Sector: Customer Experience Association of Zimbabwe: CXAZ

2025 FBC Holdings

- 🏆 Best Financial Governance Award – Institute of Corporate Governance Zimbabwe

2025 FBC Bank

- 🏆 Best Bank, 10th Edition of Service Excellence Awards, Southern Region, Customer Experience Association of Zimbabwe
- 🏆 FBC Custodial Services: 2nd Runner-Up, Best Performing Custodian – Capital Markets Awards

2025 FBC Reinsurance

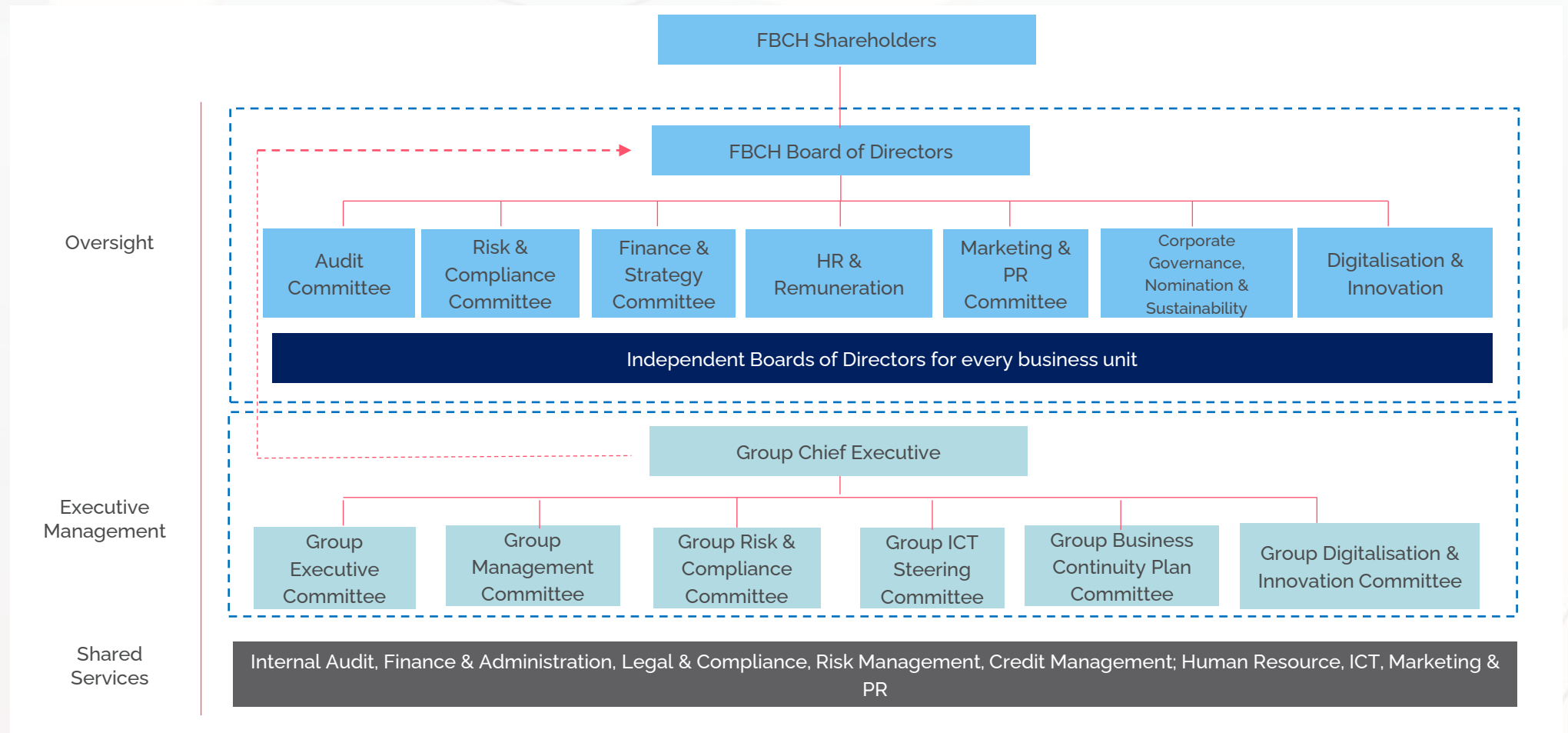
- 🏆 Winner: Best Overall Company (Reinsurance Category) – Top Companies Survey
- 🏆 1st Runner-Up: Non-Life Category – Top Companies Survey

2025 Microplan

- 🏆 Winner: Most Profitable and Financially Stable Microfinance Institution – ZAMFI
- 🏆 Winner: Best Digitalised Microfinance Institution – ZAMFI
- 🏆 Mashonaland West Best MFI – Mash West Agricultural Show Society
- 🏆 Service Excellence Award – Customer Experience Association of Zimbabwe
- 🏆 2nd Runner, 10th Edition of Service Excellence Awards, Southern Region, Customer Experience Association of Zimbabwe

Corporate Governance

Our Governance Structure



Our Top Shareholders

Rank	Shareholder	Shares	% of Total
1	National Pension Scheme	236 037 330	35.13
2	Public Service Pension Fund	76 108 721	11.33
3	FBC Holdings Limited	54 494 324	8.11
4	Tirent Investments (Private) Limited	45 842 251	6.82
	Subtotal	412 482 625	61.39
	Other Shareholders (8431 Shareholders)	259 467 302	38.61
	Total (8 435 Shareholders)	671 949 927	100

Trading Statistics

FBC.zw

FBC Holdings Limited

52 Week High 2024	ZWG1,265 US\$0.80
52 Week Low 2024	ZWG920 US\$0.11
Market Capitalisation 31 December 2024	ZWG 7.29 billion US\$282.60million

The Group listed on the Zimbabwe Stock Exchange in 2001 and in 2026, celebrates 25 years of being listed and publicly traded on the Zimbabwe Stock Exchange.

Profiles of our Major Shareholders

1) National Pension Scheme Shareholder

- This is a mandatory pay-as-you-go national pension scheme for all Zimbabweans working in the private sector, irrespective of ethnicity, religion or political orientation.
- Upon the attainment of 65 years, the age of retirement in Zimbabwe, every Zimbabwean that was formerly employed in the private sector and was contributing, starts receiving a monthly pension from the National Pension Scheme.
- To sustain this mandate, the National Pension Scheme invests contributions and manages various investments, including listed equities such as FBC Holdings.
- FBCH as an investee company, contributes to that pension scheme through consistent dividend distributions to shareholders which include the National Pension Scheme.

2) Public Service Pension Fund

- This is a mandatory pay-as-you-go defined benefit pension scheme that caters for all civil servants that offer public sector services to all Zimbabweans.
- The scheme was established by the Parliament Act in 2018.
- Like the National Pension Scheme, the Public Service Pension Fund sustains its social security mandate through various investments, including listed equities such as FBC Holdings.
- FBCH has consistently paid a dividend to its shareholders in recognition of the mandate of its shareholders such as the Public Service Pension Fund.

3) FBC Holdings Limited

- This is a Share Buyback Scheme whereby shareholders authorize FBCH to accumulate up to a maximum threshold of 10% of the company's shares in issue.
- At every Annual General Meeting, the Directors of the company seek shareholder approval to maintain this and at their sole discretion, shareholders vote on this.
- FBCH uses such shares to mobilise strategic and technical support relationships, with the added benefit of growing the company. e.g. ShoreCap II Limited from 2013 to 2021.

4) Tirent Investments (Private) Limited

The right, title and interest in the shareholding of Tirent Investment (Private) Limited was donated to the Mushayavanhu Family Trust by its founder, Dr John Mushayavanhu (former Group CEO of FBC Holdings), who served the group for over 26 years. This family investment vehicle belonging to the Mushayavanhu Family Trust, is being managed by independent lawyers.

Our Board of Directors



Herbert Nkala
B.Sc. Hons, MBA
Chairman

Herbert was appointed to the FBC Holdings Limited Board in November 2002. He is a Chairman and director of several other companies, which are listed on the Zimbabwe Stock Exchange.



Rutenhuro Moyo
MSIO
Deputy Chairman

Rute has a Masters in Industrial and Occupational Psychology and has post graduate qualifications in Business and Finance. An entrepreneur par excellence, Rute has wide experience and has held senior positions in international corporations such as Anglo – American, Old Mutual and Coca Cola Central Africa. He is director of several other companies.



Trynos Kufazvinei
B Acc (Hons), CA(Z), MBA
Group Chief Executive

Trynos is a seasoned Chartered Accountant (Zimbabwe) with more than 30 years' experience. He completed his articles with PriceWaterhouse and holds a Master's degree in Business Administration from the University of Manchester, United Kingdom.

Trynos joined FBC Bank Limited in January 1998 as Head of Finance and Administration, was appointed to the Board in October 2003 and became Group Finance Director in 2004, following the consolidation of the FBC Holdings Group.

He was subsequently appointed Deputy Chief Executive of the FBC Group on 1 June 2011 and held these positions until his recent appointment as Group Chief Executive effective 1 January 2024.

He is part of the core team that has been instrumental in the development and execution of the FBC Holdings Corporate Strategy over the years.



Aeneas Chuma
Msc in Applied Economics
Non-Executive Director

Aeneas has in excess of 32 years diverse experience in development work with the United Nations in various countries and is a holder of an Msc in Applied Economics.



Kleto Chiketsani
Bachelor of Business Studies (Honours) (UZ), AIISA
Executive Director

Kleto has over 29 years experience in reinsurance gathered with two leading reinsurers in Zimbabwe. He is one of the founder members of FBC Reinsurance Limited, having joined the company (then Southern Africa Reinsurance Company Limited) on 1 January 1995 as Senior Underwriter and rose through the ranks to become Executive Director, Operations of FBC Reinsurance Limited in 2006. He holds a Bachelor of Business Studies (Honours) Degree from the University of Zimbabwe and is also an Associate of the Insurance Institute of South Africa. He was appointed Managing Director for FBC Reinsurance Limited on 1 March 2012



Gary Collins
PGD JMC
Non Executive Director

Gary is a deep subject matter expert on the nexus between digital innovation, leading edge technologies and core business value in banking and diversified financial services. He is Founder and Chief Executive Officer of Solveworx (Pty) Limited, Australia and holds a Post Graduate Diploma in Journalism and Media Studies.



Abel Magwaza

*BA (Hons) Accounting, MSc Accounting & Finance, ACIS, FCCA, CA(Z), ACA, MBA
Group Finance Director*

Abel has over 20 years of experience in the financial services industry, having served in various capacities within the Banking, Asset Management, and Insurance industries. He is a member of the Institute of Chartered Accountants in England and Wales (ICAEW), the Institute of Chartered Accountants of Zimbabwe (ICAZ), the Association of Chartered Certified Accountants (ACCA) and the Institute of Chartered Secretaries and Administrators (CIS).

He is a holder of a Bachelor's Degree in Accounting, a Master of Science Degree in Accounting and Finance, and a Master of Business Administration degree. Abel joined FBC Bank in 2006 as an accountant.

He was appointed to the position of Head of Finance and Administration for FBC Bank in 2011 and in 2017 and he was promoted to Executive Director, Finance & Administration, a position which he held until his appointment to the position of Group Finance Director with effect from 1 January 2024.



David Makwara

*Ms BA, Bachelor of Commerce (Economics and Finance)
Non-Executive Director*

David is the current Director of Corporate Affairs at NSSA, having previously worked as the Acting Chief Executive of NSSA. He has held various executive posts within and outside Zimbabwe including that of Managing Director of Trust Finance and Trust Securities Malawi.



Charles Msipa

*Bachelor of Law, LLB
Non-Executive Director*

Charles is a lawyer by profession with years of experience at a senior level in various organizations, and is currently the Group Managing Director of Schweppes Holdings Africa Limited.



Dr. Sifiso Ndlovu

Dr of Philosophy (ZOU, Zimbabwe) Ms BA (AU, USA) Post Graduate Degree in Labour Policy Studies (CCU, Ghana) Bachelor of Business Administration (NU, USA) Certification in Education (UZ, Zimbabwe) Certificate in Performance Management (ZIPAM, Zimbabwe) Certificate in Workers' Rights in a Global Economy (GLU, Germany).
Non-Executive Director.

Dr Sifiso is currently the Chief Executive Officer of the Zimbabwe Teachers Association and is an accomplished writer and academic. He previously held several positions within the education sector. He is a board member of the Gwanda State University and Seke Teachers College amongst others.



Vimbai Nyemba

Bachelor of Laws Honours Degree (University of Zimbabwe)
Non-Executive Director

Vimbai is a registered legal practitioner as well as founding and managing partner of V Nyemba and Associates legal practitioners, a firm she established in 1997. She is a member of the Law Society of Zimbabwe, SADC Lawyers Association and African Bar Association amongst others. Vimbai is the current chairperson of the Procurement Regulatory Authority of Zimbabwe, board member of the Deposit Protection Corporation, Zimbabwe Asset Management Corporation and Star Africa Corporation. She previously served as the President of the Law Society of Zimbabwe from 2015 to 2016.



Webster Rusere

AIBZ, FIBZ, MBA Manchester, UK(Accounting,Banking and Economics)
Deputy Group Chief Executive And Managing Director,FBC Bank Limited

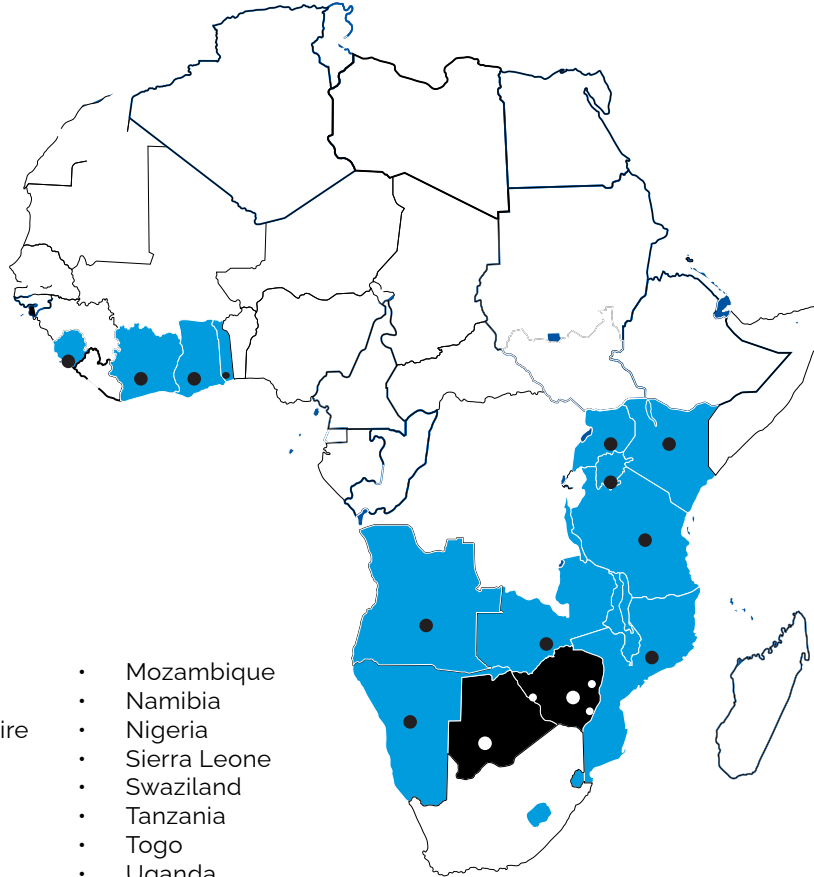
Webster is a career banker with extensive experience in corporate, retail, treasury, global trade finance and cash management services gained from multinational and local financial institutions. Since joining FBC Bank in 2000 as Projects Manager, Webster has held the following positions: Head, Retail Banking; and Managing Director, FBC Building Society where he was instrumental in re-defining the property development and mortgages business model which assisted in the subsequent turnaround of the Building Society. He was appointed as Managing Director, FBC Bank Limited in 2011.

He is a past President of the Bankers Association of Zimbabwe (BAZ).

FBCH's Integrated Product Suite

Customer Segment	Pre-Adult Market	Active Adult Market	Retirement Market
Products & Services	Mobile Money Transfer	Transactional	Transactional
	Transactional	Savings	Savings
	School Fees loans	Credit – Salary Based Loans	Pensioner Loans
	Laptop credit scheme	Micro and Small Business Loans	Hospitalisation Insurance
	Branded MasterCards	Structured Finance	Safe Custody
	Branded Debit Cards	Mortgage Finance	
	Hospitalisation insurance	Asset Finance	
		Insurance	
		Stock-broking	
		Safe custody	
		Investment Advisory	

Our Local and Regional Footprint



- Angola
- Burundi
- Côte D'ivoire
- Ghana
- Kenya
- Lesotho
- Malawi
- Mauritius
- Mozambique
- Namibia
- Nigeria
- Sierra Leone
- Swaziland
- Tanzania
- Togo
- Uganda
- Zambia

• Zimbabwe and Botswana

Business Footprint

Physical Presence

19
Retail Banking Branches

20
dedicated Microfinance Branches

3
Insurance Branches

+ 300
Agencies

+ 5 000
Point of Sale Terminals

- Member of the ZIMSWITCH Network
- Internet Banking Services
- Mobile Banking Services
- MasterCard Services.
- Insurance Services
- Custodial Services
- Securities Trading
- Digital Services

Sustainability & Impact



Our Contribution to the Sustainable Development Goals(SDGs)

FBCH Subsidiary	Business Focus	Most Impacted SDGs	Initiatives
FBC Bank	<ul style="list-style-type: none"> Commercial Banking Advisory Services Factoring Services Custodial Services 	     	<ul style="list-style-type: none"> Renewable Energy Facilities Climate Smart Technology Loans Education Scholarships Green Climate Fund Delivery Partner
FBC Properties	<ul style="list-style-type: none"> Property Development Mortgage Financing 	 	<ul style="list-style-type: none"> Affordable Housing Resource Efficiency Financing
Microplan Financial Services	<ul style="list-style-type: none"> Rural Finance Micro-loans Agriculture SME Solar Energy Education 	    	<ul style="list-style-type: none"> Solar Loan Facilities SME Value Chain Finance SME Working Capital Facilities
FBC Insurance	<ul style="list-style-type: none"> Non-Life Assurance Medical Insurance 	  	<ul style="list-style-type: none"> FBC Health Products Medical Facility Insurance
FBC Reinsurance	<ul style="list-style-type: none"> Short Term Reinsurance Life and Health Reassurance 	  	<ul style="list-style-type: none"> Nairobi Declaration on Sustainable Insurance (NDSI)
FBC Securities	<ul style="list-style-type: none"> Equities Trading Sponsoring Broker 	 	<ul style="list-style-type: none"> Responsible Investing
Xarani	<ul style="list-style-type: none"> Digitalisation Innovation 		<ul style="list-style-type: none"> Resource Efficiency Customer Experience

Our Contribution to SDG 7, 9 & 11



Year	Number of Units	Zoning	Project Cost (Actual)
2009	30	Medium Density	US\$1.3 million
2010	54	Medium Density	US\$1.6 million
2011	65	Medium Density	US\$2.6 million
2012	202	High Density – Gweru	US\$2.7 million
2012	111	Medium Density	US\$7.8 million
2013	160	High Density - Kwekwe	US\$1.4 million
2013	77	Medium Density	US\$4.6 million
2014	102	Medium Density	US\$7.2 million
2015	86	Medium Density	US\$5.9 million
2016	72	Medium Density	US\$6.3 million
2017	64	Low Density	US\$8.1 million
2018	64	Medium Density	US\$8.1 million
2019	28	Medium Density	US\$3.4 million
2020	24	Medium Density	US\$3.1 million
2021	267	High Density	US\$13.0 million
2022	98	Medium Density	US\$5.7 million
2023	13	Low Density	US\$2.5 million
TOTAL	1,517		US\$85.3 million

Our Contribution to the Sustainable Development Goals

7 AFFORDABLE AND
CLEAN ENERGY



- Solar Loan Facilities for Homeowners
- Installation of Solar Geysers
- Construction of Biogas Digesters



11 SUSTAINABLE CITIES
AND COMMUNITIES



- Affordable Housing
- Self-sustaining Housing Units
- Water Tanks

Our Contribution to the Sustainable Development Goals



Greendale Avenue



Borrowdale Philadelphia



Newlands Muonde Gardens



Greendale Rossal



Mt Pleasant St Kilda



Greendale Kennedy

Our Contribution to the Sustainable Development Goals

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE **11** SUSTAINABLE CITIES AND COMMUNITIES





Greendale Alfred



Gweru Mkoba



Glaudina



Waterfalls- Masotsha



Waterfalls- Washington



Kwekwe- Mbizo



Fontaine Ridge

Our Contribution to the Sustainable Development Goals



Direct Access Entity Accreditation

- Nominated for accreditation (2019)
- Undergoing Accreditation

National Delivery Partner

- **Project Title** : Green Resilient Recovery Rapid Readiness Support in Zimbabwe
- **Project Role** : Delivery Partner
- **Project funding** : US\$300 000
- **Project Objective** : The review and adjustments of national climate change policies and strategies in the wake of Covid-19 challenges and scenarios as well as future unforeseen pandemics.



Direct Access Entity Accreditation

- Nominated for accreditation (2023)
- Undergoing Accreditation



Our Commitment to the Environment & Climate



Climate Change Policy Advocacy



- Participating in policy formulation engagements with Policy makers.
- Capacity building and readiness

Investments in Renewable Energy and Agriculture



- Solarising Business premises
- Biogas Digester installation

Continuous Stakeholder Engagement



- Materiality Assessments
- Stakeholder Mapping

Reducing our Carbon Footprint



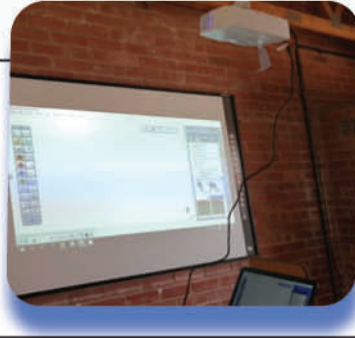
- Going Paperless Campaign
- Digitalising operations
- Energy Audits

Non-Financial Performance Disclosure



- Monitoring and tracking resource use and setting targets
- Regulatory Disclosures

CSR



Education

4 QUALITY EDUCATION



- Building classroom blocks at schools
- Bursary Fund
- Student Attachment Program
- Graduate Trainee Program
- Career Guidance
- Financial Education

e-learning

4 QUALITY EDUCATION



- Sponsored e-learning equipment consisting of mini laptops/tablets, teachers' laptops, standard projectors and interactive whiteboards to twenty (20) schools across 10 provinces in Zimbabwe

Health

3 GOOD HEALTH AND WELL-BEING



- Sponsorship of the Annual Zimpapers Cancer Powerwalk
- Donation of Covid-19 Testing Kits and Personal Protective Equipment (PPE)
- Inclusion of Blood Donation
- Facilitation of Blood Donation by Staff Members
- Donation of food to the Elderly

Social

7 AFFORDABLE AND CLEAN ENERGY



- Donation of 50 cubic biogas digester to an orphanage
- Donation of Solar Panels to Rural Women

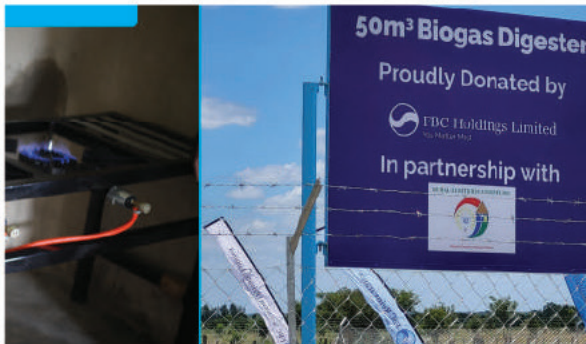
Sports

3 GOOD HEALTH AND WELL-BEING



- FBC Zim Open Golf Title Sponsorship

Our CSR Activities



Renewable Energy



108 Distance Markers



Scholarships



4000 Trees Planted



e-learning in Schools



Financial Education



Trees for Food in Schools



Golf Development



Donation of Food



Building Schools



Donation of Solar Systems

Employee Wellness



Sponsorship of the Old Hararians Sports Club for the following facilities availed for staff at no cost:

- Swimming pool facilities
- Cricket, Rugby, Football fields
- Netball, Tennis
- Volleyball courts.
- Gym



- Creating a Climate Aware organisation
- Material Usage tracking and target setting.
- Resource Efficiency and use audits

Climate Change Awareness

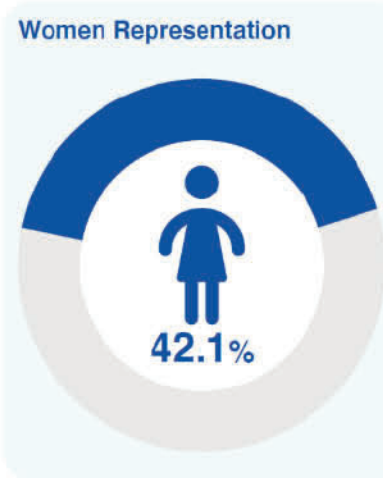
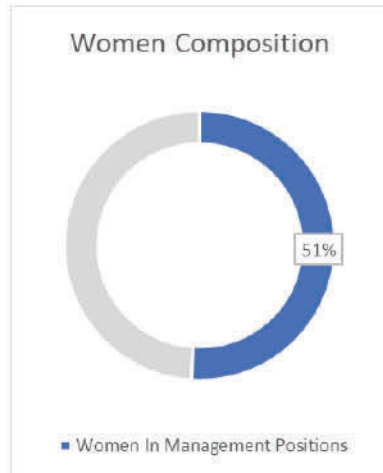
MENTAL HEALTH STATISTICS

3	BULLETINS CIRCULATED
10	TRAINING HOURS ON MENTAL HEALTH
22	GRADUATE TRAINEES TRAINED DURING INDUCTION
15	MENTAL HEALTH CASES HANDLED

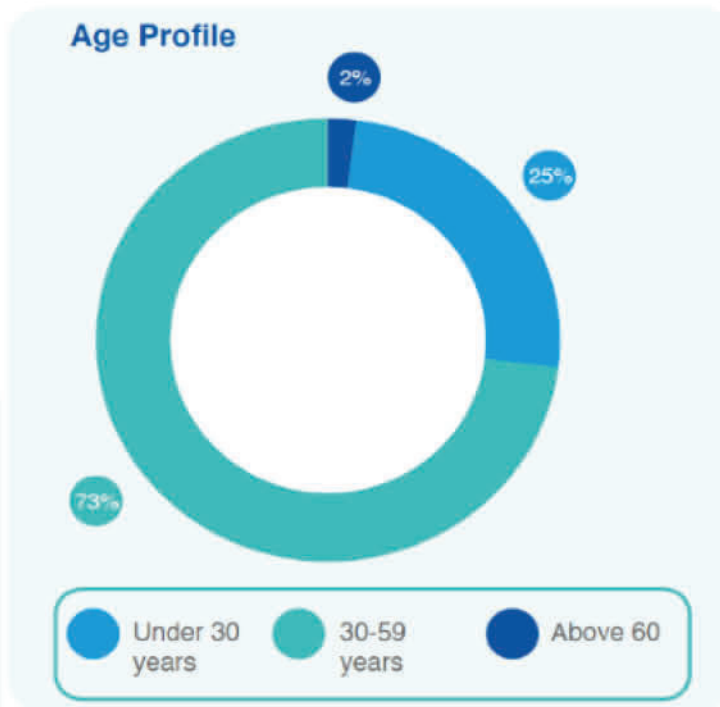
Employee Physical Fitness Program

Mental Wellness

Diversity and Inclusion



Target: 50-50 by 2030



Average Age		Average Years of Service
38	FBC Bank	9.39
38	FBC Properties	6.72
40	Insurance	9.87
38	Re-Insurance	10.57
30	Microplan	3.05
35	FBC Securities	8.07
31	Xarani	3.00

Our Business Conduct

Corporate Governance

- Audit Committee
- Risk and Compliance Committee
- Finance and Strategy Committee
- Human Resource and Remuneration
- Marketing and Public Relations Committee
- Corporate Governance, Nominations and Sustainability Committee

Transparency and protection of financial markets

- Whistle-blowing mechanisms - E.g. Tip-Offs Anonymous
- Anti-bribery and anti-corruption
- Anti-money laundering / Combatting the financing of terrorism
- Fraud awareness
- Cyber-security



Business Ethics & Code of Conduct

Robust internal guard rails against;

- Insider trading
- Conflict of interest
- Political involvement
- Misuse of company property and information
- Gifts and entertainment
- Work attitudes
- Physical and sexual harassment
- Exploitation and child labour



Environmental Sustainability

- Management of electricity consumption
- Management of water usage
- Promotion of a paperless society
- Waste management
- Emissions reduction



Reporting of Unethical Behaviour

FBCH subscribes to the codes of conduct in all sectors of the industry in which our diverse businesses operate and has an internal code of ethics that govern the behaviors of all our employees. In this regard, we urge everyone, including FBCH Executive Management and staff members to make use of the following platforms to report unethical conduct:

- whistleblowing@fbc.co.zw
- groupchairman@fbc.co.zw
- groupauditchairman@fbc.co.zw

The Group also has an independent hotline and a whistle blowing mechanism through Tip Offs Anonymous administered by Axcentium, to communicate unethical behavior among all our staff members, irrespective of position. Issues that can be reported through Tip Offs are listed below:

- ✓ **Any wrongdoing**
Theft, Fraud, Crime Syndicate Activities
- ✓ **Abuse of Company Property and Equipment**
- ✓ **Not obeying company policies or procedures**
Over-riding controls, Sharing of user ID's or access badges, Inaccurate disclosure of one's business mileage
- ✓ **Collusion with external and internal parties**
- ✓ **Not obeying the law**
Alcohol/Drug abuse, Non-Roadworthy vehicles, Illegal Pollution
- ✓ **Theft of Time**
- ✓ **Highly sensitive issues**
Sexual Harassment, Nepotism, Racism
- ✓ **Bribery and corruption**

What should NOT be reported to Tip-offs Anonymous:

- ✗ **Personality clashes**
- ✗ **Product complaints**
- ✗ **Salary complaints**
- ✗ **Service complaints**
- ✗ **Petty arguments amongst staff**

Trust us, Talk to us! You will remain totally anonymous.

Say **NO** to fraud, corruption, misconduct, bribery, intimidation, harassment and theft.



Econet
0772 161 630



Netone
0718 267 886

reports@axcentiumethicsline.co.zw

TOLL FREE NUMBERS

Econet: 0808 5500/4461

Netone: 0716 800 189/0716 800 190

Telecel: 0732 220 220/0732 330 330

FREE POST

The Call Centre

PO Box HG883

Highlands, Harare

FY 2025 : Audited Financial Performance Highlights



<p>Total Net Income</p> <p>ZWG 3.8 billion</p> <p>FY2024 ZWG 5.7 billion</p> <p>% Change ↓ -34%</p>	<p>Profit Before Tax</p> <p>ZWG 815.2 million</p> <p>FY2024 ZWG 443.7 million</p> <p>% Change ↑ 84%</p>	<p>Profit After Tax</p> <p>ZWG 789.1 million</p> <p>FY2024 ZWG 465.6 million</p> <p>% Change ↑ 69%</p>
<p>Total Assets</p> <p>ZWG 21.8 billion</p> <p>FY2024 ZWG 18.1 billion</p> <p>% Change ↑ 20%</p>	<p>Loans & Advances</p> <p>ZWG 10.7 billion</p> <p>FY2024 ZWG 8.8 billion</p> <p>% Change ↑ 21%</p>	<p>Shareholders Equity</p> <p>ZWG 4.1 billion</p> <p>FY2024 ZWG 3.4 billion</p> <p>% Change ↑ 19%</p>
<p>Cost-Income Ratio</p> <p>78%</p> <p>FY2024 82%</p> <p>% Change ↓</p>	<p>Earnings Per Share</p> <p>128.96 cents</p> <p>FY2024 75.96 cents</p> <p>% Change ↑ 70%</p>	<p>Dividend Per Share</p> <p>Final (US 0.32 cents - ZWG 3.9 cents)</p> <p>Interim USD 0.32 cents</p>

Contact Us



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220



+263 242 704481/2



www.fbc.co.zw



FBC.Help.Centre



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: +263-0242-708071/2

Telex : 24512 FIRSTB ZW

Swift : FBCPZWH

Fax : +263-0242-700761

E-mail : info@fbc.co.zw

Transfer Secretaries

First Transfer Secretaries
(Private) Limited
1 Armagh Avenue, Eastlea
P.O. Box 11 Harare
T: +263 242 303 700, 302 600
C: +263 242 303 699

Independent Auditor

Axcentium
West Block
Borrowdale Office Park
Borrowdale Road
Borrowdale
PO Box 267, Harare
T: +263 (0) 8677 000 261

FBC Bank

Belgravia Private Banking Branch

2 Lanark Road, Belgravia
P.O. Box A852, Avondale, Harare
T: 263-024-251975
263-024-251976
F: 263-024-253556

Chinhoyi Branch

5309 Magamba Way
P.O. Box 1220, Chinhoyi
T: 263-067-24086
F: 263-067-26162

Bulawayo Branch

FBC House
109 Cnr. R G Mugabe Street & 11th Avenue
, Bulawayo, Zimbabwe
T: +263-292-279504

Masvingo Branch

FBC House
179 Robertson Street, Masvingo
T: 263-039-264118-9 / 263-039-264415-6
263-039-262671
F: 263-039-262912

Gweru Branch

71 Sixth Street
P.O. Box 1833, Gweru
T: 263-054-26491 / 263-054-26493 / 263-054-26497
F: 263-054-26498

Kwekwe Branch

44a/b Robert Mugabe Way
P.O. Box 1963, Kwekwe
T: 263-055-24116 / 263-055-24160
F: 263-055-24208

Mutare Branch

101 A Herbert Chitepo Avenue
P.O. Box 2797, Mutare
T: 263-020-62586 / 263-020-62114
F: 263-020-60543

FBC Centre Branch

34 Nelson Mandela Avenue
P.O. Box BE 818, Belvedere, Harare
T: 263-024-750946 / 263-024-753608
F: 263-024-775395

Southerton Branch

11 Highfield Junction Shop
P.O. Box St495, Southerton, Harare
T: 263-024-759712 / 263-024-759392
F: 263-024-759567

Zvishavane Branch

98 Robert Mugabe Way
P.O. Box 91, Zvishavane
T: 263-039-2176 / 263-039-2177
F: 263-039-3327

Chitungwiza Agency

197 Tilcor Township, Seke
Chitungwiza
T: 263-024-30212
F: 263-024-31016

Samora Machel Avenue Forex Branch

Old Reserve Bank Building
76 Samora Machel Avenue
P.O. Box GD 450, Greendale, Harare
T: 263-024-700372 / 263-024-700044
F: 263-024-793799

Victoria Falls Branch

Shop 7 and 8 Sawanga Complex
Cnr Livingstone Way & Pioneer Road, Victoria Falls
T: 263-213-2845995 / 6

Msasa Branch

104 Mutare Road
P.O. Box AY1 Amby, Msasa, Harare
T: 263-024-446806
F: 263-024-446815

Bulawayo Private Branch

FBC House
109 Cnr. R G Mugabe Street & 11th Avenue
, Bulawayo, Zimbabwe
T: +263-292-279504

Borrowdale Branch

Unit 122-125, Sam Levy's Village
Borrowdale, Harare
T: 263-024-850911 / 263-024-850912 / 263-024-850913



FBC Holdings Limited

You Matter Most

FBC Properties

Leopold Takawira Branch
FBC House
113 Leopold Takawira
P.O. Box 4041, Harare
T: 263-04-756811-6
F: 263-04-772747

Crown Bank

**1st Floor, Africa Unity Square
(AUSQ) Building,**
68 Nelson Mandela Avenue
Harare | Zimbabwe
T: +263 (0) 242 253801-7, 752864/8,
752852/9

FBC Securities

FBC Securities (Private) Limited
2nd Floor, Old Reserve Bank
Building
76 Samora Machel Avenue, Harare
T: 263-04-797761

FBC Insurance

Head Office
Eagle House
105 Jason Moyo Avenue, Harare
T: 263-024-708212
F: 263-024-797135

Mutare Branch

Manica Chambers
2nd Avenue Road, Mutare
T: 263-020-65723
F: 263-020-63079/65722

Bulawayo Branch

1st Floor, Asbestos House
Corner 11th and Jason Moyo
Street, Bulawayo
T: 263-029-71791/4
F: 263-029-76224

FBC Reinsurance

Head Office
4th Floor, FBC Centre
45 N Mandela Avenue
P.O. Box 4282, Harare
T: 263-024-772703/7
F: 263-024-772701

Bulawayo Office

FBC House
109 Cnr. R G Mugabe Street & 11th
Avenue
, Bulawayo, Zimbabwe
T: +263-292-279504

Fbc Reinsurance Botswana

Plot 64516,
Unit 301 Showgrounds Close,
Fairgrounds, Gaborone
Botswana

Microplan

Head Office

4th Floor, FBC House
113 Leopold Takawira, Harare
T: 263-04-772745/772729

Bulawayo Branch

1st Floor, Asbestos House
Corner 11th and Jason Moyo Street,
Bulawayo
T: 263-09-61650

Chiredzi Branch

349 Chilonga Drive, Chiredzi
T: 263 31 2752/2820
C: 263 731 772 750 / 263 772 527 147

Mutare Branch

101 A Herbert Chitepo Avenue
Mutare
T: 263-020-65895/ 263-020-62949

Mutoko Branch

Shop Number 1 Stand 46/47 BJ
Mall Oliver Newton Road
Chinzanga Township, Mutoko
T: 263-065-2722859

Masvingo Branch

1st Floor, FBC Centre
179 Robertson Street, Masvingo
C: 263-736462940
T: 263-039-262912

Gwanda Branch

Stand 623 Nkala Complex
Soudan Street, Gwanda
T: 263-084-24296

Gweru Branch

Office Number 15, Moonlight Building,
5th Street, Gweru
C: 263 732 772 745
T: 263-054-224524

Bindura Branch

846 Chenjerai Hunzvi Street, Bindura
T: 263-066-6581

Chinhoyi Office

14 Robson Manyika, Chinhoyi, Zimbabwe
T:+263-67-26113/22807
C: 263 73 177 2730 / 263 775 802 514

Lupane Office

Stand Number 12, Lupane
C: 263 731 772 731

Chipinge Office

294A Ferreira Street, Chipinge
C: 263 731 772 732

Kadoma Office

Office No 5, Mtetwa Family Trust Complex
6/7 Cilling Street
Kadoma

Rusape Office

Stand 9 Robert Mugabe Avenue, Rusape
C: 263 731 772 734

Mt Darwin Office

Stand 206, Mount Darwin Township, Mt
Darwin
C: 263 731 772 733 / 263 773 396 657

Hauna Office

Stand 107, Hauna Growth Point, Mutasa
C: 263 731 772 735

Guruve Office

Stand 1409, Guruve Business Centre,
Guruve
C: 263 731 772 736

Hwange

Shop Number 101D, 22-23 Coronation
Drive, Hwange
T: 263 731 772 747
C: 263 778 942 055

Zvishavane Office

Office 14 Makairos Building, 97 R. G
Mugabe Way, Zvishavane
Phone: 263 774 381 574

Beitbridge Branch

NSSA Complex, Beitbridge, Zimbabwe
T: 263 286 22197
C: 263 778 203 776 0713 492 811 / 0731 772 748



FBC Holdings Limited

You Matter Most

You Matter Most