

## TRANSNET SOC LTD

### GROUP CORPORATE GOVERNANCE AND NOMINATIONS COMMITTEE CHARTER

#### 1. INTRODUCTION

- 1.1 The Corporate Governance and Nominations Committee ("the Committee") is constituted as a Committee of the Board of Directors ("the Board") of Transnet SOC Ltd ("the Company"), with all duties assigned to it by the Board.
- 1.2 This Charter is drafted in accordance with, *inter alia*, the Legal Succession to the South African Transport Services Act 1989 (Act No. 8 of 1989), as amended, the Public Finance Management Act, 1999 (Act No. 1 of 1999), as amended, and regulations thereunder, the Companies Act, 2008 (Act No. 71 of 2008), as amended ("the Companies Act"), the Companies Regulations, 2011, the JSE Debt Listing Requirements, 2020, King IV Report on Governance for South Africa ("King IV"), Protocol on Corporate Governance in the Public Sector, 2000, Handbook for the appointment of persons to Boards of State and State controlled institutions, 2008, the Company's Memorandum of Incorporation ("MOI"), the Delegation of Authority Policy of the Company (together with the Delegation of Authority Framework) ("the Delegation of Authority Policy and Framework"), the Significance and Materiality Framework of the Company, the common law, and all other applicable laws and regulations.
- 1.3 Additional provisions regarding the Committee's functioning, for instance, in relation to the conduct of committee meetings, are contained in a separate document titled "Additional Rules for Committees", attached hereto as **Annexure B** ("The Rules"). The provisions of the Rules should be read in conjunction with this Charter. In the event of any conflict between the Rules and this Charter, the provisions of this Charter shall prevail.
- 1.4 This Charter is not intended to replace or amend the MOI.

#### 2. PURPOSE

- 2.1 The purpose of the Charter is to set out the Committee's roles and responsibilities as well as the requirements for its composition, meetings, and other procedures.
- 2.2 The Committee's primary purpose is to:

- 2.2.1 Oversee the effective corporate governance of the Group Companies (referred to as the subsidiaries within the Group).
- 2.2.2 Review and monitor the adequacy, efficiency and appropriateness of the Group Companies' corporate governance structures and practices.
- 2.2.3 Make recommendations to the Board for submission to the Shareholder of the Group Companies to the extent applicable for appointing or electing members to the Board and Committees of each Group Company.
- 2.2.4 Ensure that best practice succession planning is implemented for the Executive and Non-Executive Directors, the Chairperson of the Board, and the Chief Executive of each Group Company, which considers considerations of diversity and transformation; expertise and skills transfer; mentorship and development of future candidates; and continuity.
- 2.2.5 Oversee the evaluation of the performance of the Boards of each Group Company.
- 2.2.6 Designate and approve the Group of Companies' Prescribed Officers on recommendation of Group's RemSEC.

### **3. AUTHORITY**

- 3.1 Unless expressly provided otherwise in this Charter and/or the Delegation of Authority Policy and Framework, the Committee does not have ultimate decision-making authority. It provides oversight and makes recommendations to the Boards of the Group Companies regarding matters within the scope of the Committee's purpose and functions for such Boards' consideration and, if such Boards consider it appropriate, ultimate approval.

### **4. MANDATE IN RESPECT OF SUBSIDIARIES**

- 4.1 In this Charter, "Group" means the Company and each company within its group of companies of which it has direct or indirect control, and each company within the Group is referred to as a "Group Company".
- 4.2 The roles and responsibilities of the Committee as set out in this Charter apply to the Company and all the Group Companies, except those companies which have established their own appropriate governance committee or structure.
- 4.3 Notwithstanding the foregoing, certain matters undertaken by the separate governance committee or structure of other Group Companies shall require the Committee's approval.

The Delegation of Authority Policy and Framework and/or the memoranda of incorporation of those Group Companies shall specify such matters.

- 4.4 The Board may authorise the Committee to establish sub-committees within the Group Companies, constituted of appropriately qualified persons to assist in discharging its mandate in respect of any matter contained in this Charter.

## **5. COMPOSITION**

- 5.1 The Committee shall, at all times, consist of at least three members. All members of the Committee shall be Non-Executive Directors of the Company, the majority of whom shall be the Chairpersons of Group Board Committees.<sup>1</sup>

- 5.2 The Board shall appoint the Chairperson of the Committee, who shall either be the Chairperson of the Board or another independent Non-Executive Director of the Company. Notwithstanding the aforementioned, the Chairperson of the Board shall not chair the meeting when the Committee is dealing with the nomination of a successor to the Board Chairperson or any other matter relating to the Chairperson.

- 5.3 The Board, through the Corporate Governance and Nominations Committee shall have the power, at all times, to remove any member from the Committee and to fill any vacancies created by such removal, subject to noting by the Shareholder at the Annual General Meeting. The term of the members of the Committee shall be as determined by the Board.

- 5.4 The members of the Committee as a whole must have sufficient qualifications and experience to fulfil their duties. The Committee members are required to keep up to date with developments impacting their relevant skills as well as the subject areas relevant to the required skill set for the Committee.

- 5.5 The Secretary of the Committee shall be the Group Company Secretary or his/her designate.

## **6. TERM**

- 6.1 Each member of the Committee, all of whom shall be Non-Executive Directors of the Company, shall be a member for the duration of his/her directorship.

- 6.2 The Board shall have the power, at all times, to remove any member from the Committee and to fill any vacancies created by such removal.

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<sup>1</sup> King IV, principle 8, recommendations 46 and 61

## **7. ROLES AND RESPONSIBILITIES**

The Committee shall:

### **7.1 General**

7.1.1 Oversee and/or make recommendations to the Boards of the Group Companies on matters within the scope of its mandate in accordance with the Delegation of Authority Policy and Framework.

7.1.2 Make recommendations to the Board that it deems appropriate on any area within the ambit of its Charter where action or improvement is required.

### **7.2 Board and Committee Composition Matters**

7.2.1 Review and evaluate the structure, size, composition, knowledge, skills, experience and diversity of the Board of each Group Company and make recommendations to such Board regarding any changes that are deemed necessary to ensure the required balance of knowledge, skills, experience and diversity for it to discharge its governance role and responsibilities objectively and effectively.<sup>2</sup>

7.2.2 Evaluate the effectiveness of the Board of each Group Company as a whole and report thereon to the Board of such Group Company, as may be applicable.

7.2.3 Review Committee structures of each Group Company and composition to ensure committees are fit for purpose, efficient, and meet requirements as and when there are changes.

7.2.4 Oversee effective collaboration through cross-memberships of the Boards and committees of the Group Companies, where appropriate.

7.2.5 Recommend the targets for race and gender representation and general diversity in the membership of the Board of each Group Company and monitor progress against such targets.<sup>3</sup>

7.2.6 Ensure the establishment of a formal and transparent process<sup>4</sup> (which is standardised to the extent appropriate, objective, clear, and understandable) for the nomination,

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<sup>2</sup> King IV, principle 7, recommendation 6

<sup>3</sup> King IV, principle 7, recommendation 30(b)

<sup>4</sup> King IV, principle 7, recommendation 15

election and appointment of directors to the Board of each Group Company, and the process should include that before nominating a candidate:

- 7.2.6.1 The Committee must consider the knowledge, skills, experience and diversity of the Boards and the suitable size of the Boards.
  - 7.2.6.2 Any recommendation of a candidate must be accompanied by a comprehensive motivation and appropriate evidence of their experience, skills and knowledge.
  - 7.2.6.3 The Committee must consider whether the candidate meets the appropriate fit and proper criteria outlined in paragraph 7.2.9 below.
  - 7.2.6.4 The process must ensure that independent reference, qualification, criminal and other background checks are conducted in respect of the candidate.<sup>5</sup>
  - 7.2.6.5 The candidate must confirm any other professional commitments/ directorships held by them to enable the Committee to consider whether they have sufficient time available to fulfil the responsibilities required by the Board.
- 7.2.7 Oversee the process for nominating, electing and appointing members of the Board of each Group Company<sup>6</sup> and their committees, and make recommendations to such Board concerning any proposed changes thereto as the Committee deems necessary for such processes to comply with applicable legislation and best practices. The services of external and/or search consultancy or open advertising may be utilised for Board appointments.
- 7.2.8 Ensure that the following principles are applied when persons are appointed or elected to the Board of each Group Company:
- 7.2.8.1 Appointments or elections should be made principally based on merit; in other words, an objective assessment of suitability should be made between competencies (skills, expertise, experience and knowledge) and

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<sup>5</sup> King IV, principle 7, recommendation 19

<sup>6</sup> King IV, principle 8, recommendation 60(a)

qualifications of the prospective candidate and the needs of the applicable Group Company.

7.2.8.2 Appointments or elections should broadly reflect the demographics of South Africa. The appointment and election process should take into consideration employment equity legislation and policies to achieve broad representation of the South African population according to race, gender and disability.

7.2.8.3 The appointment or election process should be applied consistently in all cases.

7.2.9 Set criteria for the nomination of candidates to be recommended to the Board of each Group Company. Criteria may include the following:

7.2.9.1 The candidate is permitted to serve as a director, having regard to ineligibility/disqualification criteria contemplated in the Companies Act, MOI of the applicable Group Company and other applicable legislation.

7.2.9.2 The candidate possesses an understanding of their potential role as a director.

7.2.9.3 There are no potential/actual conflicts of interest between the candidate and any Group Company.

7.2.9.4 The candidate has consented to act as a director.

7.2.9.5 The candidate would be independent to the extent required.

7.2.9.6 The candidate would fit the culture of the Board of the applicable Group Company.

7.2.9.7 The candidate would promote transformation and diversity considerations for the Board of the applicable Group Company.

7.2.9.8 The candidate would positively contribute to the knowledge and skills of the Board of the applicable Group Company.

7.2.9.9 The candidate demonstrates the necessary knowledge and has relevant experience in directorship roles.

- 7.2.9.10 The candidate portrays the desired personal characteristics, including integrity, honesty, curiosity, courage, an understanding of teamwork, communication skills, instinct, active contributor and effectiveness.
  - 7.2.9.11 The candidate portrays a genuine interest in the applicable Group Company, the Group and its businesses.
  - 7.2.9.12 Association with the candidate would not result in any risk to the Group Companies (based on, for example, reputational considerations).
  - 7.2.9.13 Having regard to their other commitments, the candidate has the time to be an effective director.
  - 7.2.9.14 The candidate has strategic relationships/alliances that would be valuable to the applicable Group Company.
  - 7.2.9.15 The applicable Group Company can meet the candidate's fee/salary expectations.
  - 7.2.9.16 The applicable Group Company has verified the authenticity of the candidate's relevant qualifications and experience.
  - 7.2.9.17 Candidates must be committed to the values and principles governing public administration and be able to perform their duties with integrity.
- 7.2.10 Ensure that on appointment to the Board of the applicable Group Company, the relevant director receives a formal letter of appointment setting out clearly the terms for serving as a director,<sup>7</sup>. The expectations in terms of time commitment, Committee service and involvement outside Board meetings, if any, should be clarified and the director updated on an ongoing basis.
- 7.2.11 Assist the Board of each Group Company in reviewing the independence of Non-Executive Directors of such Group Company (including the Board Chairpersons to the extent required) on appointment and on an ongoing basis and make recommendations to such Board in this regard.

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<sup>7</sup> King IV, principle 7, recommendation 21

### 7.3 **Appointments of Board Chairpersons, Chief Executives, Chief Financial Officer**

- 7.3.1 Consider the position of the Chairperson of each Group Company and make recommendations to the Board in respect of the position, as and when necessary.
- 7.3.2 Recommend the potential Chairperson and members of the [Group] Audit Committee for consideration by the Board, and approval and/or election by the Shareholder in accordance with the MOI. Recommend the potential Chairperson and members of the separate Audit Committees, if any, of the other Group Companies, for consideration by the applicable Subsidiary Boards, and approval and/or election by their Shareholder.
- 7.3.3 Recommend the potential Chairperson and members of the Remuneration, Social and Ethics Committee ("Remsec") for appointment by the Board, and confirmation and/or election by the Shareholder in accordance with the MOI. Recommend the potential Chairperson and members of the separate Remsec Committees, if any, of the other Group Companies for appointment by the applicable Subsidiary Boards and confirmation and/or election by their Shareholder.
- 7.3.4 Recommend the appointment and removal of the Chairpersons and members of other Board committees of the Group and/or each Group Company, save as contemplated above.
- 7.3.5 Recommend to the Board for approval of the appointment and removal of:
  - 7.3.5.1 Directors and Trustees of the Group's Subsidiaries, Affiliate Companies (companies in which Transnet holds a shareholding between 20% and 50%), Pension Funds and Investment Companies (companies in which Transnet holds a shareholding of less than 20).
  - 7.3.5.2 The Group Company Secretary.
- 7.3.6 Administer and manage the selection process of the Group Chief Executive and make recommendations to the Board, by complying with the following [Guidelines for the appointment of a Group Chief Executive for a State-Owned Enterprise]:
  - 7.3.6.1 Develop a process to identify, develop and/or seek a Group Chief Executive candidate with relevant skills required to meet the challenges likely to be faced by the Company and to implement the Government's strategic objectives.



- 7.3.6.2 Should the re-appointment of an existing Group Chief Executive not be considered, nominate and evaluate potential successors to the Group Chief Executive, in consultation to the extent appropriate with the existing Group Chief Executive regarding their recommendations of potential successors from internal candidates.
  - 7.3.6.3 Recommend to the Board a minimum of three shortlisted candidates, noting the Committee's preferred candidate, for approval by the Board and consideration by the Shareholder in accordance with the MOI.
  - 7.3.7 Administer and manage the selection process of the Group Chief Financial Officer and make recommendations to the Board for approval and consideration by the Shareholder in accordance with the MOI.
  - 7.3.8 Administer and manage the selection process of the Group Chief Operations Officer and Chief Executives of the other Group Companies on recommendation by Remsec.
  - 7.3.9 Play an oversight role regarding the governance of Company Trusts, Affiliate Companies and Group Companies. This will, include reviewing frequency of meetings, as well as overseeing the appointment of trustees and Directors representing Transnet to ensure that they carry out their duties as per the applicable founding documents.
- 7.4 **Rotation, re-appointment, termination and other employment-related matters**
- 7.4.1 Establish and monitor arrangements for periodic, staggered rotation of directors of the Board of each Group Company to invigorate the applicable Board's capabilities by introducing members with new expertise and perspectives while retaining valuable knowledge, skills and experience and maintaining continuity.<sup>8</sup>
  - 7.4.2 Advise the Board of each Group Company within a reasonable time on the rotation of Directors of such Group Company, and any impending vacancies on the applicable Board. Further, advise the Board on the need for continuation and or termination of the appointment of any Director. Recommend the re-appointment of a Non-Executive Director of each Group Company at the end of their term of office, having given due regard to the number of consecutive terms held by the Non-Executive Director, their

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<sup>8</sup> King IV, Principle 7, recommendation 12

performance (including attendance at Board and Committee meetings)<sup>9</sup> and ability to continue to contribute to the applicable Board and the applicable Group Company's long-term sustainable success considering the knowledge, skills and experience required.

7.4.3 Consider matters relating to the continuation of the Directors of each Group Company, including the Group Chief Executive and the Chief Executives of the Group Companies, at any time including the suspension or termination of service of an Executive Director as an employee of the applicable Group Company subject to the provisions of the law and their employment contract on recommendation of Remsec.

7.4.4 Consider matters in relation to the dismissal or seeking sanction of dismissal pursuant to a disciplinary or incapacity process or performance hearing or restructuring or change of organisational structure and make recommendations to the Board as it relates to the Group Chief Executive, Group Chief Financial Officer and Group Company Secretary on recommendation of Remsec.

7.4.5 Recommend matters regarding counteroffers to the Group Chief Executive, Group Chief Financial Officer, and Group Company Secretary in line with Remuneration guidelines on recommendation of Remsec prior Board approval and noting by the Shareholder (GCE and GCFO).

## 7.5 **Induction, Skills, and training and development**

7.5.1 Review the skills assessments of the Directors of each Group Company and identify skills deficiencies on a half-yearly basis. Skills assessment results of the Directors and recommendations to address the skills deficiencies of the Directors should be submitted to the Shareholder of the applicable Group Company.

7.5.2 Review the leadership needs of the Group for both Executive and Non-Executive Directors, with a view to ensure the continued ability of the Group Companies to compete effectively in the applicable industries in which they operate.

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<sup>9</sup> King IV, principle 7, recommendation 17

7.5.3 Ensure that an adequate formal induction programme exists and is implemented for newly appointed or elected Directors of the applicable Group Company, to enable them to make the maximum contribution within the shortest time possible.

7.5.4 Oversee the development and implementation of continuing professional development programmes for Directors of each Group Company and ensure regular briefings on legal and corporate governance developments and risks and changes in the external environment of the Group are provided to such Directors.<sup>10</sup>

## 7.6 **Succession planning**

7.6.1 Ensure a succession plan, including the development of a diverse pipeline, for Executive Directors and the Group Company Secretary annually. Such succession planning shall consider the risks, challenges and opportunities facing the Group Companies and the suitable skills and expertise needed on their Boards as a result thereof in the future.

## 7.7 **Performance evaluation**

7.7.1 Ensure that a formal process is established for the evaluation of the performance of the Boards of the Group Companies, the Chairpersons of the Boards of the Group Companies and the Group Companies' Board committees, and individual Directors of the Boards of the Group Companies.<sup>11</sup>

7.7.2 Appoint an independent service provider to evaluate the Boards of the Group Companies, the Chairpersons of the Boards of the Group Companies, and the Group Companies' Board committees (which evaluations should occur at least every two years<sup>12</sup>).

7.7.3 Review the outcomes of the evaluation of the Boards of the Group Companies, the Chairpersons of the Boards of the Group Companies, and the Group Companies' Board committees, and make recommendations to the Board of the applicable Group Company on matters for consideration.

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<sup>10</sup> King IV, principle 7, recommendation 24

<sup>11</sup> King IV, principle 9, recommendation 73

<sup>12</sup> King IV, principle 9, recommendation 73

- 7.7.4 Oversee the aforementioned evaluation processes and monitor progress of improvement plans.
- 7.7.5 Assist the Board of each Group Company in evaluating the performance of such Group Company's Chief Executive against agreed performance measures and targets at least annually.<sup>13</sup>
- 7.7.6 Review annually, the time required from Non-Executive Directors of the Group Companies making use of among other things, Board performance evaluations, to assess whether the Non-Executive Directors are spending sufficient time to fulfilling their duties.
- 7.7.7 Make recommendations to the Board of each Group Company on the continuation of service, or not, of any Director of such Group Company as an Executive or Non-Executive Director, based on Board and Committee evaluation outcomes.

## 7.8 **Conflicts of Interest**

- 7.8.1 In relation to Directors' actual or potential conflicts of interest, consider and, if appropriate, authorise Directors' conflicts of interest including any terms to be imposed in relation to the authorisation of a Director's conflict of interest. The Committee shall report any such authorisations to the Boards of the applicable Group Companies.
- 7.8.2 Annually review and regularly monitor the implementation of the Declaration of Interest and related party disclosures and policies for the Executive and Non-Executive Directors.

## 7.9 **Corporate governance and compliance matters**

- 7.9.1 To assist the Board to determine, evaluate and if necessary, review year-on-year; the efficiency, adequacy and appropriateness of the Group's Corporate Governance Framework.
- 7.9.2 Keep up-to-date and fully informed about strategic issues and commercial changes affecting the Group and the market in which it operates.
- 7.9.3 Keep abreast of the best corporate governance practices both locally and abroad and provide regular briefings and recommendations to the Boards of the Group Companies on legal and corporate governance developments.

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<sup>13</sup> King IV, principle 10, recommendation 82

- 7.9.4 Ensure that the Company, either through Board committees or otherwise, adheres to the JSE Debt Listings Requirements.
- 7.9.5 Assist the Board in its determination and evaluation of the adequacy, efficiency and appropriateness of the corporate governance structures and practices in the Group and ensure the existence of corporate governance best practice by, *inter alia*:
  - 7.9.5.1 Reviewing periodically the format and content of each Group Company's Board and Committee Charters and ensuring that appropriate Board and Committee structures are in place in the Group.
  - 7.9.5.2 Ensuring to the extent possible that the Shareholder's mandate is executed in other companies in which the Company or any of its Subsidiaries has a shareholding.
  - 7.9.5.3 Assessing the extent of compliance with relevant legislation and adopted, non-binding rules, codes and standards relating to corporate governance.
- 7.9.6 Recommend the Shareholder's Compact for the Board's approval and monitor compliance on a bi-annual basis the delivery of targets in relation thereto.

#### 7.10 **ICT Governance**

- 7.10.1 Review regulatory compliance regarding information and technology governance within the Group.
- 7.10.2 Assist the Board and the Boards of the Group Companies in discharging their duties as it pertains to Information, Communication and Technology ("ICT") governance.
- 7.10.3 Oversight responsibilities for ICT Governance (i.e., strategic alignment between business and ICT, ICT performance management, ICT resource management and ICT value delivery).
- 7.10.4 Ensure the development of policies and procedures for monitoring ICT Governance and consider governance frameworks for appropriateness and adequacy.
- 7.10.5 Report and escalate matters of ICT governance as and when deemed fit.

## 7.11 **Compliance**

7.11.1 Oversee compliance with applicable legislation, including the following:

- 7.11.1.1 The Group's MOI,
- 7.11.1.2 Shareholder's Compact,
- 7.11.1.3 The Board Charter and/or Policies,
- 7.11.1.4 The Principles of the King Code on Corporate Governance,
- 7.11.1.5 The Companies Act.

## 7.12 **Policies**

7.12.1 Oversee policy and regulation issues by:

- 7.12.1.1 Providing strategic direction for engagement with relevant Organs of State on public policy and economic regulation matters.
- 7.12.1.2 Approving the strategies to manage public policy and economic regulation risk.

7.12.2 Recommend governance policies in line with the Delegation of Authority Policy and Framework.

7.12.3 Recommend policies and oversee processes to enhance communication and relations with Management across the Group and with the Shareholder.

7.12.4 Recommend strategies and policies for appointing Executive Directors across the Group of Companies.

7.13 Review the Delegation of Authority Policy and Framework for adequacy and recommendation to the Board for approval.

## 7.14 **Cross-cutting matters**

7.14.1 Review all cross-cutting matters emanating from other Group Companies' Boards and their Board committees in the Group in accordance with the mechanism developed by the Board to ensure that all cross-cutting matters are dealt with by relevant Board committees.

## 7.15 **Company's Integrated Report**

7.15.1 The Committee shall make a statement in the Company's Integrated Report about its activities during the year. To the extent not covered elsewhere in the Integrated Report, the statement of the Committee's activities shall include:

7.15.1.1 The process used in appointments, its approach to succession planning and developing a diverse pipeline.

7.15.1.2 How the Board performance evaluation has been conducted, the nature and extent of an external evaluator's contact with the Board and individual Directors (if relevant), the outcomes and actions taken, and how it has or will influence Board composition.

7.15.2 A description of the Company's Policy on diversity and inclusion, its objectives and linkage to Group strategy, how it has been implemented and progress on achieving the objectives.

7.15.3 Details of the gender balance of the Company's senior executives that comprise the Group Executive Committee and their direct reports.

7.15.4 An explanation if external consultancy advice or open advertising has not been used for Board appointments. Where an external search consultancy has been used, it shall be identified in the Integrated Report, and a statement shall be made as to whether it has any connection with the Company.

## 8. **COMMITTEE OPERATION**

### 8.1 **Frequency**

8.1.1 The Committee shall hold a minimum of four (4) meetings per financial year, on a quarterly basis, which shall be scheduled in its Annual Work Plan. Meeting dates shall be scheduled on approval of the Corporate Calendar by the Board.

### 8.2 **Attendance**

8.2.1 The following persons may attend Committee meetings by invitation by the Chairperson of the Committee:

8.2.1.1 Other Directors of the Board.

8.2.1.2 Such other persons determined by the Committee, who may include, where deemed necessary by the Committee, members of the executive and senior management and independent investment, legal and financial experts.

8.2.2 The following persons will be standing invitees of the Committee:

8.2.2.1 The Group Chief Executive.

8.2.2.2 The Group Chief Financial Officer.

8.2.2.3 The Chief Legal Officer.

8.2.2.4 The Chief Strategy and Planning Officer.

8.2.2.5 The Chief Information Officer.

8.2.3 The Committee may invite any other persons required to report at meetings, representative/s of independent experts.

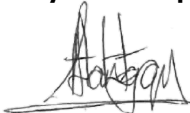
## **9. APPROVAL AND STATUS OF THIS CHARTER**

9.1 The Committee shall review this Charter for adequacy and relevance as and when the Committee deems it necessary, but at least annually.

9.2 This Charter will be deemed to be accepted by, and be binding upon, all existing and future members of the Committee from the effective date of their appointment as members, without any further action being required.

**Approved by the Board on 29 November 2024**

**Signed by the Chairperson of the Board**



**Mr Andile Sangqu**

09 December 2024

**Date:**