



## BOARD OF DIRECTORS

**Independent non-executive directors**  
 Hennie van der Merwe (Chairman)  
 Johan Botha  
 Akhter Deshmukh  
 Jacques de Wet  
 Shane Ferguson (Non-independent)

**Executive directors**  
 Danie Pretorius (Chief Executive Officer)  
 André van Deventer (Chief Financial Officer)  
 Koos Jordaan  
 Gary Sheppard  
**Alternate director**  
 Eddie Dixon



### BOARD COMMITTEES

#### Audit Committee

The Audit Committee is responsible for the integrity of financial controls and financial statements, integrated reporting and statutory duties.

Andries Brink (Chairman),  
 Octavia Matloa, Akhter Deshmukh  
 and Shane Ferguson

#### Risk Committee

The Risk Committee is responsible for risk and compliance management.

Andries Brink (Chairman), Octavia Matloa,  
 Shane Ferguson,  
 Eddie Dixon and  
 Hennie van der Merwe

#### Nominations Committee

The Nominations Committee is responsible for appointment of directors, succession planning for Board and senior management and Board effectiveness.

Hennie van der Merwe (Chairman),  
 Andries Brink and Shane Ferguson

#### Remuneration Committee

The Remuneration Committee is responsible for remuneration strategy, policies and practices to attract and retain executives, directors and employees.

Akhter Deshmukh (Chairman),  
 Andries Brink and Shane Ferguson

#### Social, Ethics and Sustainability Committee

The Social, Ethics and Sustainability Committee is responsible for transformation, stakeholder engagement, health, safety and environmental programmes and other statutory duties as prescribed in Regulation 43 of the Companies Act.

Andries Brink (Chairman),  
 Octavia Matloa, Akhter Deshmukh,  
 and Shane Ferguson

#### Corporate Governance Committee

The Corporate Governance Committee is responsible for evaluating, managing and monitoring the Group's compliance with corporate governance requirements and best practice.

Hennie van der Merwe (Chairman),  
 Akhter Deshmukh and Shane Ferguson



### EXECUTIVE DIRECTORS

The executive directors are responsible for day-to-day management of the Group, including policies and procedures approved by the Board.

#### Assurance

Internal audit  
 Risk management  
 External audit  
 ISO certifications

#### Laws/regulations/codes

JSE Listings Requirements  
 Companies Act  
 King IV  
 Employment Equity Act of South Africa  
 Labour law  
 Local legislation where Group  
 has operations

#### Group policies and guidelines

Board charter  
 Delegation of authority  
 Health and safety policy  
 Whistle-blowing  
 Employee ethics  
 Conflict of interest  
 Anti-bribery  
 Anti-corruption  
 Supply chain code of conduct  
 Risk and opportunity policy  
 Annual salary increments policy  
 Conflict of interest policy  
 Nepotism policy  
 Diversity policy  
 Community and commitment policy  
 Integrated assurance policy