



**Murray
& Roberts**



**GOVERNANCE
REPORT 2024**

GOVERNANCE OVERVIEW

“

The Group's Values and Code of Conduct guide the decisions and actions of the Board and executive team.”



Statement of commitment

The Murray & Roberts Holdings Board (“the Board”) is the highest governing authority in the Group, ultimately accountable for ethical and effective leadership. The Group's business conduct and strategies are underpinned by a high standard of corporate governance.

The Group's Values and Code of Conduct guide the decisions and actions of the Board and executive team. The Group's governance structure aligns with the principles and practices of King IV™ and ensures that oversight and reporting are defined and effective. The Board is confident that the Group's management systems and performance processes support an ethical culture, good performance, effective control and legitimacy as a responsible multinational corporate citizen.

The relationships and decision-making rights between governing bodies and operating companies are shown in the organisational framework [alongside].

Statement of compliance

As part of our suite of annual reports, the Group publishes a full corporate governance report that aligns entirely with King IV™ (see [here](#)). During FY2024, the Group was compliant in all material respects with the requirements of the Companies Act, 71 of 2008, the Companies Act, its Regulations and the Listings Requirements of the JSE Limited.

GOVERNANCE OVERVIEW

Statement of commitment

As the highest governing authority in the Group, the Board is ultimately accountable for ethical and effective leadership. Underpinned by a high standard of corporate governance, integrity and ethics are non-negotiable features of the Group's pursuit of its strategy and business conduct.

The Group's Values and the ethical principles set out in its Code of Conduct guide the decisions and actions of the Board and executive team. A well-developed governance structure, aligned with the principles and practices of King IV™, is in place to ensure lines of oversight and reporting are defined and effective. The Board is confident that the Group's performance processes support ethical culture, good performance, effective control and legitimacy. The relationships and decision-making rights between governing bodies and businesses are shown in the organisational framework on the next page.

Statement of compliance

The Board subscribes to compliance with applicable laws and regulations in the jurisdictions in which it operates. The board has embraced King IV™ and, as recommended, has provided a narrative-based report, referencing each of the King IV™ principles and an explanation of the practices employed to apply the principles.

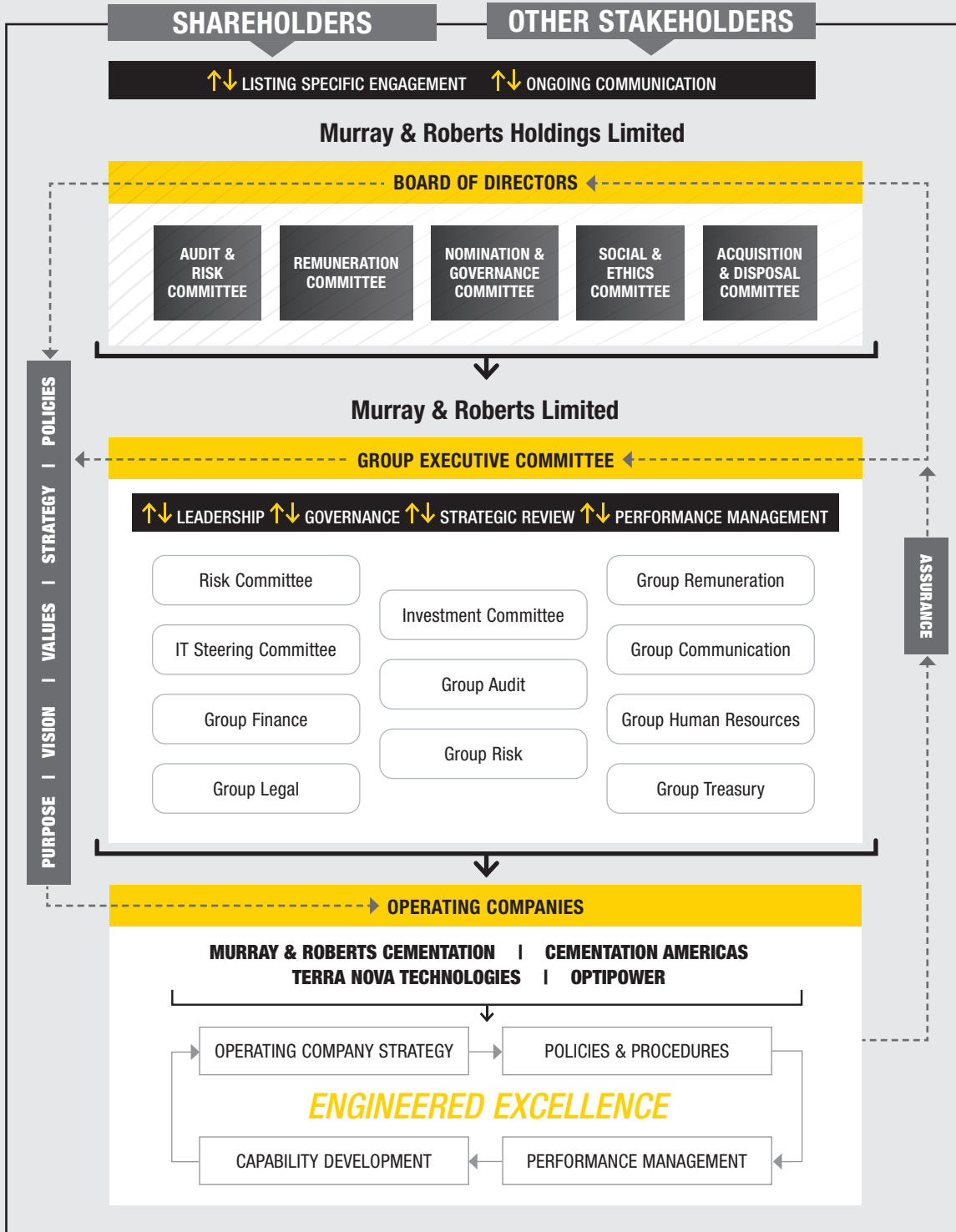
During the year, King IV™ was applied in its entirety. During FY2024, Murray & Roberts was compliant in all material respects with the requirements of the Companies Act, 71 of 2008, the Companies Act, its Regulations and the Listings Requirements of the JSE Limited. The Company operates in conformity with its Memorandum of Incorporation.

The Company has a capital structure where each share carries one voting right. There are no restrictions to the shareholders rights to introduce a resolution at the Annual General meeting, subject to the normal requirements set out under Section 61

of the Companies Act, 71 of 2008. On receipt of a written demand delivered to the Company and submitted by holders in aggregate of at least 10% of the voting rights, a shareholders meeting must be called by the Board. There are no anti-takeover measures in place, and the Company is only able to issue shares on the express permission of the shareholders by means of an ordinary resolution. No resolution to approve the general issue of shares has been proposed since the 2010 AGM.



Organisational framework



Achieving our governance outcomes

The principles of King IV™ form the foundation of the Group’s approach to governance. This supports the Group in meeting the following governance outcomes:

- 
EFFECTIVE CONTROL
- 
ETHICAL CULTURE
- 
GOOD PERFORMANCE
- 
LEGITIMACY

Value creating governance structures

Our Board and executive leadership set the tone of an ethical culture, ensuring good governance and appropriate business practices.

The Board has a balance of experience and expertise required to deliver the Group’s strategy and is supported by appropriate succession planning.

Executive leadership has the depth of skill required to deliver specialised sector focus and are appropriately incentivised to lead the Group in achieving its strategy.

The Group’s engagement model and structure supports strong relationships with clients, employees and other stakeholders; this in turn enhances its credibility.

The Group’s philosophy of *Engineered Excellence* informs the Board and executive leadership in their decision-making, planning and oversight.

Engineered Excellence is bound into the culture of the Group and underpinned by our aspiration to be a continually improving organisation.

Value protecting activities

The Group’s Code of Conduct supports ethically robust and defensible decision-making by the Board and executive leadership.

The Group’s Code of Conduct, Purpose, Values and integrated management approach ensures that the appropriate risk appetite, supporting a prudent risk and return balance is applied.

The Group’s contracting principles and related oversight processes are continually updated to reflect changes in the Group’s risk profile and project delivery experience.

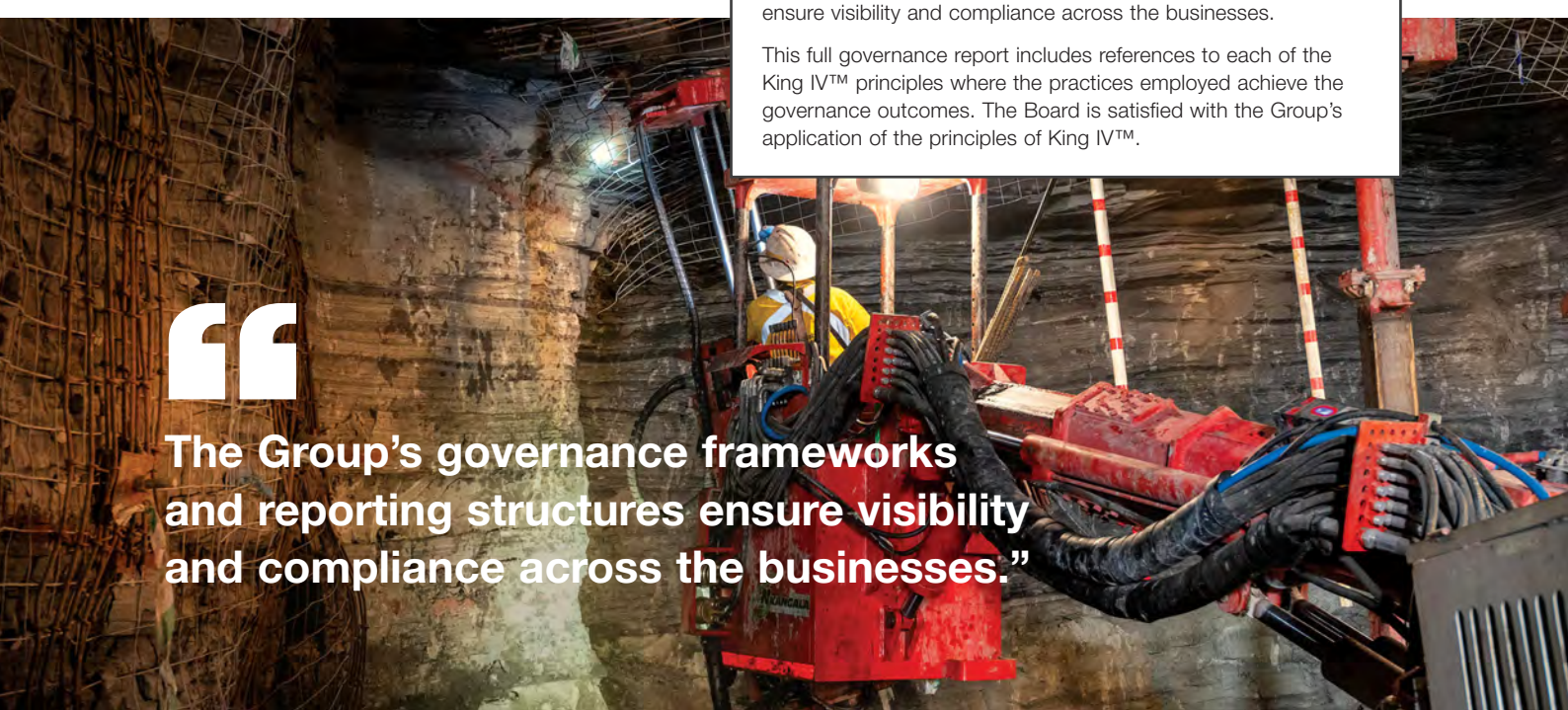
The Group’s response to local and regional dynamics, as well as national objectives, minimise operational and project risks, and support the Group’s legitimacy.

The Group’s governance frameworks and reporting structures ensure visibility and compliance across the businesses.

This full governance report includes references to each of the King IV™ principles where the practices employed achieve the governance outcomes. The Board is satisfied with the Group’s application of the principles of King IV™.



The Group’s governance frameworks and reporting structures ensure visibility and compliance across the businesses.”

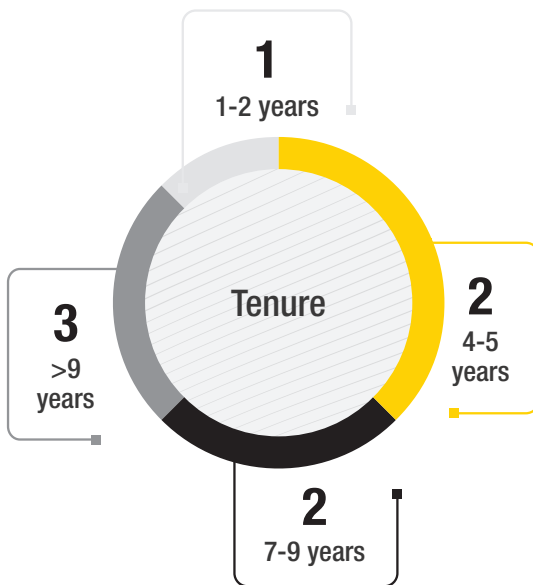
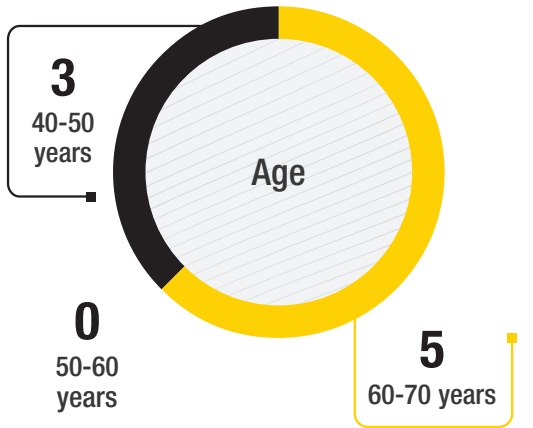


Group leadership

The Board is responsible for corporate governance across the Group. It approves strategic direction, which addresses and integrates strategy, risk, performance and sustainability as interdependent elements of value creation.

Succession planning over several years has aligned Board competencies to Group strategy, resulting in a diverse Board with deep collective experience relevant to the macro- and socioeconomic realities of the Group's markets.

The composition of the Board promotes a balance of authority, preventing any one director from exercising undue influence over decision-making while bringing diverse perspectives to board deliberation. The Board has eight directors: six independent, non-executive directors and two executive directors.



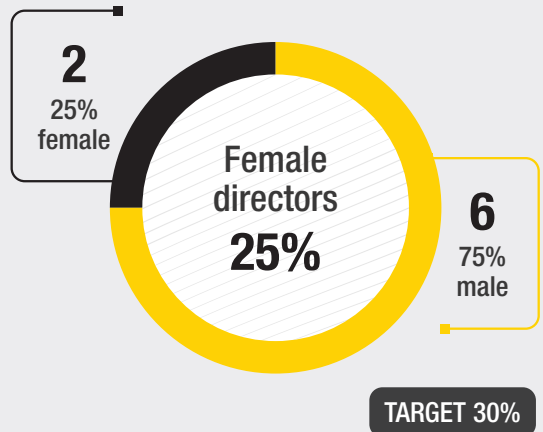
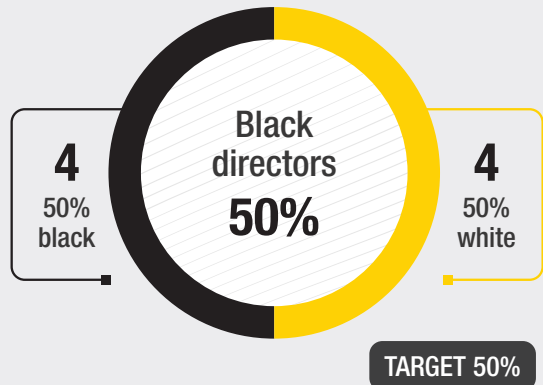
Group executive

The Board delegates the management of the Group to the Group chief executive, with the associated full power on behalf of and in the name of the Group. The Group chief executive is accountable for the implementation of the strategic plan and is supported by the Group executive committee.

The directors of Murray & Roberts Limited serve as members of the executive committee of the Board, which is chaired by the Group chief executive.

Strengthening diversity and transformation

A formal diversity policy sets targets for gender and race diversity at the Board level. The Board comprises 50% black directors and 25% female directors. Female directors representation is below the 33% target. On rotation of Non-executive directors, this will be taken into account.



Our governance outcomes



EFFECTIVE CONTROL

A Board-approved charter sets out its accountability, responsibility and duty to the Group, including requirements for its composition, meeting procedures, work plan and performance evaluation.

ACTIVITIES

OUTCOMES

Governance, risk management, systems of control and internal audit

- Reviewed and evaluated strategic risks and associated opportunities.
- Approved the integrated assurance model comprising risk management, regulatory compliance, internal and external audit, and related Group Integrated Assurance policy.
- Reviewed the environmental, social & governance framework.

- Mitigation of strategic risks and positioning the business to secure opportunities.
- Asserts control over how Group risks are mitigated with mechanisms ensuring compliance and effectiveness.
- Governance framework embedded throughout the Group.

The Board meets formally four times during the reporting period. In addition, directors meet ahead of the scheduled meeting to examine the Group's budget and business plan in relation to the approved strategy.

The Board may from time to time attend special meetings, not limited to items described in the chairman statement and Group chief executive and financial director report, but to also attend to other special business.

King IV™ Principle achieved: **1 6**

Separation of roles and responsibilities

The chairman of the Board and the Group chief executive operate under different mandates. These clearly differentiate between responsibilities within the Group, ensuring a balance of power and authority.

Chairman

- Is an experienced independent non-executive director.
- Presides over the Board.
- Provides effective leadership of the Board.
- Ensures that all relevant information is placed before the Board for decision.
- Is free of conflict at the time of his appointment.
- Has no executive function or responsibility.

Lead independent director

- Strengthens the independence of the board.
- Leads in the absence of the chair.
- Acts as an intermediary between the chair and other members of the board when necessary.
- Serves as an additional channel to deal with shareholders' concerns where contact through normal channels has failed to resolve concerns or is inappropriate.

- Chairs discussions and decision making where the chairman has a conflict of interest.
- Leads the performance appraisal of the chairman.

Group chief executive

- Is responsible for the ongoing operations of the Group.
- Ensures development and implementation of the Group's strategy.
- Recommends the business plan and budgets to the Board for consideration and approval.
- Has a formalised role and function, captured in a measurable performance contract.

The directors of Murray & Roberts Limited support the Group chief executive in:

- Implementing the strategies and policies of the Group.
- Managing the business and operations of the Group.
- Prioritising the allocation of capital, technical know-how and human resources.
- Establishing best management practices and functional standards.
- Approving and monitoring the appointment of senior management.
- Fulfilling any activity or power delegated to the executive committee by the Board that conforms to the Company's memorandum of incorporation.

Our governance outcomes / effective control continued

Succession planning

The Board appoints the chairman and the Group chief executive. The Board reviews the chairman’s performance on a regular basis and the remuneration committee assesses the Group chief executive annually. This committee recommends to the shareholders the proposed remuneration of the non-executive directors. The Board approves the Group chief executive and executive committee members’ remuneration annually.

The nomination & governance committee is responsible for Board succession planning. The Board approves the senior management appointments. Succession plans are being developed for the Group chief executive officer and are in place for other members of senior management.

King IV™ Principle achieved: **10**

Selection of directors and induction

There is a Board-approved policy for the selection and continuation of office for directors specifying the nomination and evaluation processes to be followed. All directors are appointed at the AGM by shareholders’ resolution. One third of all directors are required to retire annually by rotation and are considered for re-appointment at the AGM if put forward for re-election.

Non-executive directors will retire from the Board at the next AGM following their completion of a 9 (nine) year period. The nomination & governance Committee may recommend continuation of service of a non-executive director beyond nine years, and if granted by the Board, to a maximum additional three years. The so affected non-executive director is subject to yearly re-election approval by shareholders at the AGM.

The Board is permitted to remove a director without shareholder approval for due cause.

The nomination & governance committee assists in identifying suitable candidates that will address the Board’s requirements in terms of knowledge, skills and resources. All appointments comply with the requirements of the Companies Act and the Company’s memorandum of incorporation.

Newly appointed non-executive directors undergo an induction process, providing them with information on the Group’s strategy and operations, and setting out their responsibilities. This includes extensive meetings and discussions with Group management. Continuing development training is available to directors on request.

King IV™ Principle achieved: **7**

Board appointment process

The Nomination & Governance committee:

- assesses the required board skills, knowledge, experience and diversity.
- appoints recruitment agents to source candidates if needed.
- ensures that new director candidates are subject to background and reference checks.

On recommendation of the nomination & governance committee, the Board approves the proposed candidate as director, and initially approves the appointment of the director, subject to shareholder approval at the next AGM. The newly appointed director undergoes a formal induction process.

Changes to the board

There were no changes to the Board in FY2024.

Director independence assessment

An evaluation of the independence of the non- executive directors was conducted. The Board is satisfied that they are independent in character and judgement, including Ralph Havenstein, who has served on the Board since 1 August 2014. The Board confirmed that it is satisfied that there is no interest, position, association or relationship issues with Ralph Havenstein continuing to serve on the Board. Ralph Havenstein will retire at the AGM on 5 November 2024.



Our governance outcomes / effective control continued

Group company secretary

The former company secretary, Bert Kok resigned on the 31 October 2023 to take up another position. Richard Davies is the company secretary and is responsible for ensuring the proper administration of the Board and that sound corporate governance procedures are followed.

The company secretary is not a director of the Board. All directors have access to the advice and services of the company secretary and have full and timely access to information that may be relevant for the proper discharge of their duties.

The responsibilities of the company secretary include assisting the board with:

- The nomination and appointment of directors through the nomination & governance committee.
- Director induction and training programmes.
- Providing guidance to the Board on director duties, responsibilities and good governance.
- Keeping the Board and committee Charters up to date.
- Preparing and circulating Board papers.
- Drafting the Board annual work plan.
- Preparing and circulating minutes of Board and committee meetings.
- Evaluation of the Board, committees and individual directors.

The Board evaluates the competency and effectiveness of the company secretary, as required in terms of the JSE Listings Requirements. This process includes an assessment of the company secretary's eligibility, skills, knowledge and execution of duties. The Board has considered and is satisfied that the appointment and function of the company secretary are in line with the requirements of the Companies Act. Richard has had previous experience as a company secretary in a listed company environment. He is a qualified attorney and also fulfils the role of group legal executive.

The Board confirms that the company secretary maintains an arm's length relationship with the Board and the directors, noting that the company secretary is not a director of the Company and is not related to any of the directors. The company secretary is independent from management and does not have other executive duties and responsibilities, aside from the core responsibilities of group legal executive and company secretary. He is not a material shareholder of Murray & Roberts and is not party to any major contractual relationship with Murray & Roberts.

King IV™ Principle achieved: 10

Relationships with group subsidiaries

The Group governance framework forms the basis for subsidiary governance frameworks and has been implemented across the Group. The subsidiary boards follow the same format as the Group Board governance framework.

A comprehensive delegated authority matrix has been approved by the Board. It is regularly reviewed and updated.

King IV™ Principle achieved: 10

Integrated assurance

The audit & risk committee has a good understanding of integrated reporting, internal financial controls, the external and internal audit process, corporate law, risk management, sustainability issues, information technology governance and governance processes within the Group.

The audit & risk committee regularly reviews the integrated assurance model, comprising risk management, regulatory compliance, and internal and external audits. The Board approves any amendments to the Group Integrated Assurance Policy based on the strength of the committee's recommendation.

The audit & risk committee oversees and monitors the co-ordination of the assurance activities included in the integrated assurance model.

The model assists in asserting control over key risks and mitigants identified and controlled by management, using a risk framework determined by the risk management committee.

The internal control and the integrated assurance model include:

- A documented organisational structure with appropriate division of responsibility.
- Policies and procedures (including a Code of Conduct to foster a strong ethical climate) communicated throughout the Group.
- Mechanisms ensuring compliance and monitoring the effective implementation of the system on a continuous basis.

King IV™ Principle achieved: 4 15

Our governance outcomes / effective control continued

Risk management, systems of control and internal audit

The audit & risk committee assists the Board in executing its responsibility for risk governance. The Board is responsible for determining the Group’s level of risk tolerance by considering and approving a risk tolerance matrix against which all business risks are measured.

Group management is responsible for the design, implementation and monitoring of the Group risk management plan, which includes the development and maintenance of a comprehensive risk management system. This system requires that a risk assessment be carried out for every project at the bidding stage. Quarterly risk assessments are then carried out across projects and businesses, key risks are escalated to the Board through quarterly risk reports, and reported risks are discussed with, and interrogated by, Group management.

The embedded risk management system is comprised of frameworks, standards and procedures, and is designed to anticipate and identify unpredictable and emerging risks in sufficient time for adequate management interventions to be initiated. The Board regularly assesses the operation of this system, ensuring its effectiveness.

Group internal audit is an independent assurance provider led by the chief audit executive and resourced with internal employees and external resources. The internal audit assurance provided consists of independent evaluations

of the adequacy and effectiveness of risk management, internal controls, financial reporting mechanisms and records, information systems and operations, safeguarding of assets (including fraud prevention), and adherence to laws and regulations. It also includes a review of strategic risk mitigations, a risk-based review of major projects, key business processes and systems, the Group’s sustainability information, IT governance and IT general controls. An internal audit charter, reviewed by the audit & risk committee and approved by the Board, formally defines the purpose, authority and responsibility of internal audit. The charter gives the chief audit executive direct and unrestricted access to the chief executive officer and chief financial officer.

Group internal audit focuses on the adequacy and effectiveness of the Group’s governance, risk management and control structures, systems and processes. The audit follows a risk-based approach, key to which is a focus on the Group’s strategy and associated risks. The centralised function operates in terms of a formal mandate, in conformance with the International Professional Practices Framework for Internal Audit (Standards) and meets the needs and requirements of management and the audit & risk committee.

This audit remains a vital part of the Group’s governance and combined assurance structures. It assists the Board and executive management to achieve their objectives and to maintain an effective internal control environment by using a risk-based approach to continuously evaluate those controls and recommend improvements based on whether they are adequately designed and operating efficiently and effectively.

King IV™ Principle achieved: 13



Technology and information governance

The Board is aware of, and takes responsibility for, IT governance in the Group. An IT charter and policy have been approved by the Board and implemented by management. IT is a regular agenda item at Board meetings. Annual assurance is obtained on the effectiveness of IT controls, IT governance and controls across the Group. The chief information officer regularly reports on strategic IT matters.

The Board-approved IT strategy aligns IT with strategic business processes, encouraging innovative use of IT to ensure the business is well-supported by technology.

Management is responsible for the implementation of IT processes and structures, as per the IT charter, through an IT steering committee.

IT strategic and operational risks have been identified and are monitored and reported at IT steering committee meetings.

Strategic risks are regularly reported into the Group’s risk management system. Disaster recovery is well-established in Group systems and is tested regularly.

King IV™ Principle achieved: 12

Our governance outcomes continued



ETHICAL CULTURE

The ethical principles set out in the Code of Conduct require individual directors to:

- Adhere to legal standards of conduct set out in the Companies Act.
- Exercise their fiduciary duties in the best interest of the Group.
- Take independent advice if needed to discharge their duties according to an agreed procedure.
- Disclose real or perceived conflicts to the Board and deal with them accordingly.
- Deal in securities only in accordance with the relevant policy.

Organisational ethics

Managing Group ethics is an important part of the Board's focus and responsibility. The Board reviews the Group's compliance with laws, rules, codes and standards through the work plan of the social & ethics committee and believes that the Group complies with the relevant laws, Companies Act and furthermore operates in accordance with its MOI. Behaviour is managed and monitored, and instances of unethical behaviour are reported and fully addressed.

Assurance through appropriate audit, review and control processes is provided for all perceived high-risk compliance matters.

New employees undergo induction training, which includes the Code of Conduct.

Refresher Code of Conduct training is regularly undertaken for all employees.

King IV™ Principle achieved: **2**

A culture of compliance

The Group Integrated Assurance Policy sets the mandate for regulatory compliance, which includes the implementation of a compliance framework and process as set out in the Group Code of Conduct and Group Regulatory Compliance Standard.

The social & ethics committee receives a regulatory compliance report at each meeting, updating it on Group activities that enforce and ensure legal compliance, and the committee reports back to the Board with its findings three times per year. Assurance on perceived high-risk compliance matters was obtained by the social & ethics committee through both internal audit and regulatory compliance.

Through the social & ethics committee, the Board is advised of the prevailing regulatory environment and applicable and relevant changes thereto, and how those changes are likely to affect the Group. A legal update report is also submitted to the Board annually. Induction, training and legal opinions are resources made available to each individual director to ensure they are familiar with the laws, rules, codes and standards that apply to the local and international operations of the Group.

King IV™ Principle achieved: **13**

Conflicts of interest and share dealings

The independence of the Board and procedures for ensuring that relevant conflicts of interest are addressed and are stipulated in the Board Charter.

Directors are aware that when a matter in which they have a personal financial interest is considered by the Board, the interest must be disclosed prior to the Board meeting. These disclosures are noted by the Board when necessary and recorded in the minutes of the Board meeting. In these instances, the director concerned is recused and may not take part in the Board's consideration of the matter.

In accordance with the JSE Listings Requirements, the Group has a policy requiring directors and officers who may have access to price-sensitive information, to be precluded from dealing in the Group's shares during closed periods. Such closed periods commence from the beginning of December until the release of the Group's interim results in February of each year and from the beginning of June until the release of the Group's annual results in August of each year.

To ensure that dealings are not carried out at a time when other price-sensitive information may be known, directors and officers must always obtain permission from the chairman, Group chief executive or Group financial director before dealing in the shares of the Group. The company secretary is notified of any share dealings and, in conjunction with the corporate sponsor, publishes the details for dealings in the Group's shares by directors and officers that have been approved on the SENS of the JSE Limited.

The Directors' share ownership, together with percentage holding, is disclosed in the report of directors, part of the Annual Financial Statements, under the heading "interest of directors".

King IV™ Principle achieved: **7**

Our governance outcomes continued



GOOD PERFORMANCE

The Board is responsible for corporate governance and determining the Group’s strategic direction. All decisions, deliberations and actions are based on the Group’s Values, which ultimately support the performance of the Group.

Strategy, performance and reporting

The Group’s strategic focus is primarily directed at delivering services in the global natural resources markets. The Board has approved this strategy and oversees both its implementation and operational plans.

The Board is active in informing and approving the strategy of the Group, ensuring appropriate alignment between strategy and the purpose and mandate of the Group. The Board appreciates that strategy, risk, performance and sustainability are inseparable.

The Board, assisted by the audit & risk committee, assumes responsibility for the annual integrated report and ensures that the report fairly represents the performance of the Group, regarding both financial and non-financial aspects of performance. It includes the Group’s summary of financial statements and commentary on material issues affecting the Group, its stakeholders and the environment.

The audit & risk committee has appointed an external, independent consultant to obtain assurance in relation to the reporting and disclosure of several material sustainability issues.

King IV™ Principle achieved: **4** **5**

Board evaluation

In March 2019 the Board approved the following 3-year cycle:

Year 1	Formal Evaluation facilitated by external provider
Year 2	Informal Evaluation by discussion at committee level
Year 3	Formal Evaluation by questionnaire facilitated by the company secretary

Year 1 of the cycle currently applies. A formal evaluation will be facilitated by an external provider on the liquidity of the Group improving.

Remuneration

The Group believes that directors, senior executives and employees should be paid fair, competitive and appropriately structured remuneration in the best interests of shareholders.

The Group’s remuneration policy for executive directors and prescribed officers considers fixed and variable components of total reward (informed by Remchannel benchmark) linked to specific performance targets.

A review of the remuneration policy is being undertaken by the remuneration committee and possible changes flowing from this review shall be made known when the Group undergoes a recovery.

Remuneration is disclosed per individual executive director and prescribed officer in the Company’s annual integrated report and annual financial statements. The remuneration policy and report on the implementation of the remuneration policy are set out in the remuneration report in the Company’s annual integrated report and is voted upon annually by shareholders on an advisory basis. At the 2023 AGM, 78.03 % (2022: 94.32%, 2021: 97.29%, 2020: 99.59 %, 2019: 89.80%) of shareholders voted in favour of the Group’s remuneration policy and 58.46% (2022: 95.42%, 2021: 97.29%, 2020: 99.96%, 2019: 99.92%) voted in favour of the implementation of the remuneration policy.

Proposed fees for non-executive directors are approved annually by shareholders through a special resolution.

King IV™ Principle achieved: **14**

Our governance outcomes continued



LEGITIMACY

The Board provides strategic direction and approves policies and frameworks to ensure that economic, financial, social, environmental and ethical issues are addressed. The Board has established committees to assist in discharging its duties as set out in the approved committee mandates and terms of references.

With the Board's strategic direction, the Group seeks to protect, enhance and invest in the wellbeing of the economy, society and the environment. The social & ethics committee ensures that the Group formulates collaborative responses to sustainability challenges. The remuneration committee ensures fair and responsible remuneration and reward practices aligned to performance and the Group's Values.

King IV™ Principle achieved: **3**

Ensuring our reputation

The Group's reputation as a responsible multinational organisation is a function of policy directives that set high standards for all its businesses, according to recognised best practice.

Stakeholder relationships

Murray & Roberts strives to communicate and engage transparently, effectively and inclusively with all its key stakeholder groups. Ongoing engagement processes aim to ensure that interaction with stakeholders in all our markets is effective and ongoing.

The Board takes account of the legitimate interests and expectations of stakeholders in its decision-making processes and has adopted a stakeholder engagement framework which is proactively implemented and followed by management.

The Board encourages proactive engagement with shareholders, including engagement at the AGM. Directors and the designated partner of the external audit firm are available at the AGM to respond to shareholder's queries and the minutes are made available on the Company's website.

King IV™ Principle achieved: **16**

Diversity

The Board acknowledges the importance of diversity, and a formal policy was adopted to guide and assist the Board in attaining gender and race diversity at Board level.

The Group has adopted a diversity policy, based on the belief that diversity of race, gender, skills and perspectives can be a strength that propels performance. The policy sets the framework within which the Group's subsidiaries respond to different localisation priorities, which include developing local leadership and skills, and entering into joint ventures and partnerships with local contractors in line with local contracting conventions.

Board committees

The Board has established and mandated permanent standing committees to perform specific work on its behalf in various key areas affecting the business of the Group.

Each committee operates according to Board-approved terms of reference, which are regularly reviewed and updated where necessary. Apart from the executive committee, an independent non-executive director chairs each committee and is appointed by the Board.

Each committee chairman participates fully in setting the committee agenda and reporting back to the Board and the following Board meeting. As mandated by the individual committee's terms of reference, each committee chairman attends the AGM and is available to respond to shareholder questions on committee activities.

Shareholders elect the members of the audit & risk committee at each AGM. The audit & risk committee still forms part of the unitary Board even though it has statutory duties over and above the responsibilities set out in its terms of reference.

The board

The Board meets formally four times during the reporting period. In addition, directors meet ahead of the scheduled meeting where the Group's budget and business plan is examined in the context of the approved strategy.

Between meetings directors are kept informed, by the Group chief executive, of major developments affecting the Group.

In addition, it is a longstanding practice that at every Board and committee meeting, the non-executive directors meet without management present. This provides an opportunity for the non-executive directors to share thoughts and insights with their peers. The chairman provides the necessary feedback from the closed sessions to the Group chief executive to action.

Our governance outcomes / legitimacy continued

Record of attendance

Board

MEETING DATE	30 Aug 2023	29 Nov 2023	05 Mar 2024	20 Jun 2024
Director				
J Boggenpoel	✓	✓	✓	✓
D Grobler	✓	✓	✓	✓
R Havenstein	✓	✓	✓	✓
S Kana	✓	✓	✓	✓
H Laas	✓	✓	✓	✓
A Maditse	✓	✓	✓	✓
A Muller	✓	✗	✓	✓
C Raphiri	✓	✓	✓	✓

Special Board

MEETING DATE	17 July 2023	10 Oct 2023	29 Jan 2024	02 May 2024
Director				
J Boggenpoel	✓	✓	✓	✓
D Grobler	✓	✓	✓	✓
R Havenstein	✓	✓	✓	✓
S Kana	✓	✓	✓	✓
H Laas	✓	✓	✓	✓
A Maditse	✓	✓	✓	✓
A Muller	✓	✓	✓	✓
C Raphiri	✓	✓	✓	✓

Audit & Risk

MEETING DATE	29 Aug 2023	28 Nov 2023	04 Mar 2024	19 Jun 2024
Director				
J Boggenpoel	✓	✓	✓	✓
R Havenstein	✓	✗	✓	✓
A Muller	✓	✗	✓	✓
C Raphiri	✓	✓	✓	✓

Remuneration

MEETING DATE	29 Aug 2023	28 Nov 2023	04 Mar 2024	19 Jun 2024
Director				
R Havenstein	✓	✓	✓	✓
S Kana	✓	✓	✓	✓
A Maditse	✓	✓	✓	✓

✓ Present ✗ Apologies

Social & Ethics

MEETING DATE	29 Aug 2023	28 Nov 2023	07 Jun 2024
Director			
D Grobler	✓	✓	✓
R Havenstein	✓	✓	✓
S Kana	✓	✓	✓
H Laas	✓	✓	✓
A Maditse	✓	✓	✓

Nomination & Governance

MEETING DATE	30 Aug 2023	5 Mar 2023	19 Jun 2024
Director			
R Havenstein	✓	✓	✓
S Kana	✓	✓	✓
A Maditse	✓	✓	✓



Our governance outcomes / legitimacy continued



Key decisions and deliberations by the board

During the year, the Board called 4 special board meetings to focus on the following items:

- Dealt with the impact on the group’s businesses resulting from the loss of Clough and RUC.
- DOCA to regain control of RUC.
- SA Debt deleveraging and refinancing.
- Received updates on the closure of the Middle East operations.

Committees of the board

The Board has set up sub-committees to assist it in the discharge of its duties. Each committee of the Board has a formal term of reference that sets out its role, powers and responsibilities. The committee chairperson reports back to the Board on key issues covered at the meeting.

-  The audit & risk committee report is included in the Annual Financial Statements
-  The social & ethics committee chairman’s report is included in the sustainability report

King IV™ Principle achieved: **8 11**

Nomination & governance committee

PURPOSE

The nomination & governance committee ensures that the structure, size, composition and effectiveness of the Board and its committees are maintained at levels that are appropriate to the Group’s complexity and strategy.

It regularly evaluates the performance of the Board and the directors serving on the Board. The Board is responsible for evaluating the performance of the Group chairman. The committee operates under a term of reference which was approved by the Board.

KEY FOCUS AREAS

Succession

Succession planning, considering Group strategy, B-BBEE requirements and future retirements from the Board, has been ongoing. The committee takes cognisance of the importance of institutional knowledge to the Board and the need to balance this with introducing new capacity.

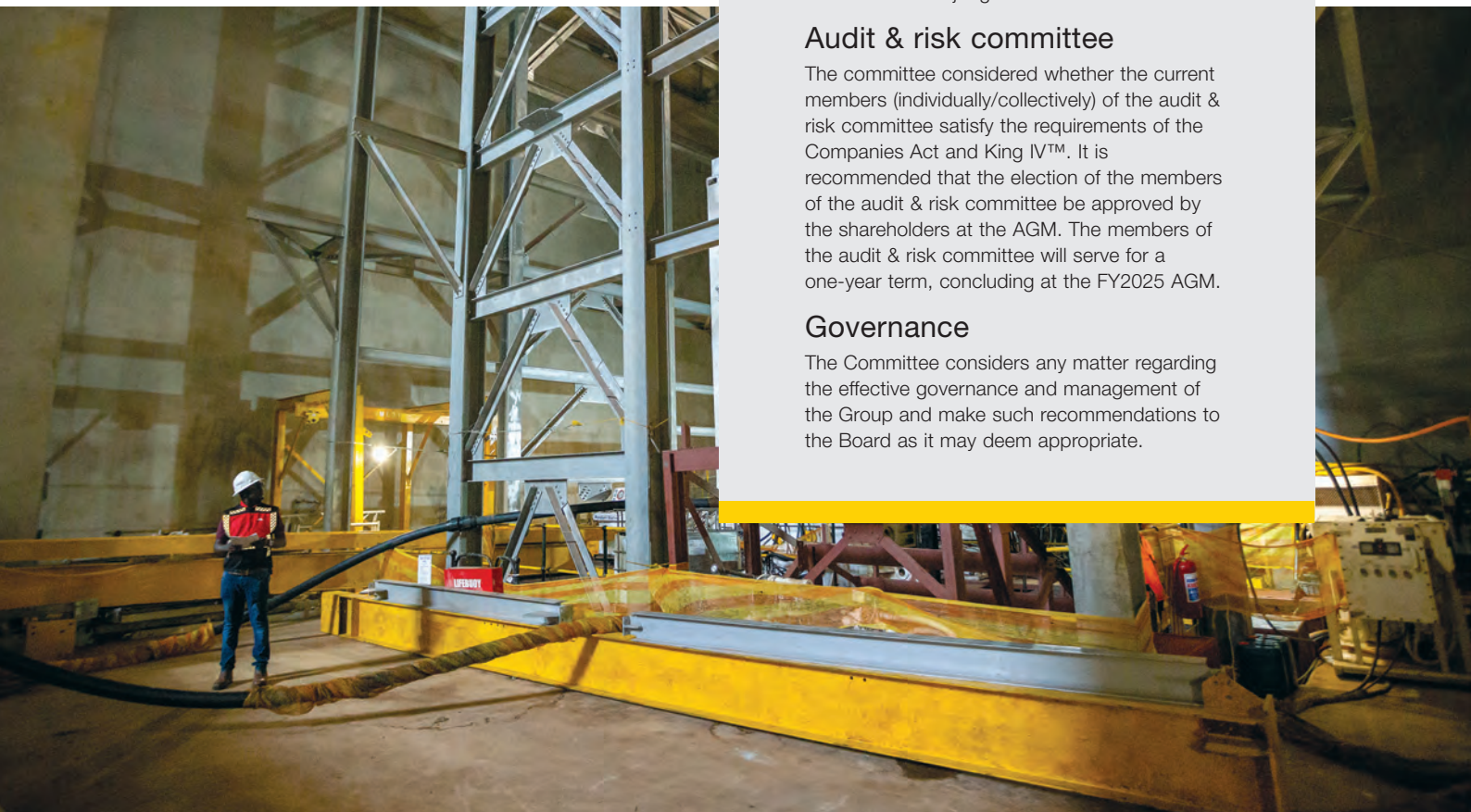
Independence of non-executive directors. The Board is satisfied that they are independent in character and judgement.

Audit & risk committee

The committee considered whether the current members (individually/collectively) of the audit & risk committee satisfy the requirements of the Companies Act and King IV™. It is recommended that the election of the members of the audit & risk committee be approved by the shareholders at the AGM. The members of the audit & risk committee will serve for a one-year term, concluding at the FY2025 AGM.

Governance

The Committee considers any matter regarding the effective governance and management of the Group and make such recommendations to the Board as it may deem appropriate.



Engineered Excellence is a leadership philosophy of planning in detail for the outcomes we want to achieve. ***Engineered Excellence*** means we must apply rigour and discipline in everything we do and remove chance from the objectives we pursue.

