

ACCEPTANCE OF LONG-TERM INCENTIVE PERFORMANCE SHARE AWARDS TO EXECUTIVE DIRECTORS, PRESCRIBED OFFICERS & COMPANY SECRETARY

In compliance with par 3.63 to 3.65 of the JSE Limited Listings Requirements, the following information is disclosed in relation to the acceptance of performance share awards under the Raubex Group Limited Long-Term Incentive Scheme.

Executive director	:	NF Msiza
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2023
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	332 807
Award price	:	R26.00
Total value of award	:	R8 652 982.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes

Executive director	:	DC Lourens
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2022
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	321 807
Award price	:	R26.00
Total value of award	:	R8 366 982.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes

Executive director	:	SJ Odendaal
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2023
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	234 722
Award price	:	R26.00
Total value of award	:	R6 102 772.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes

Prescribed officer	:	JA Louw
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2023
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	188 765
Award price	:	R26.00
Total value of award	:	R4 907 890.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes
Prescribed officer	:	AFS Kriek
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2023
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	227 132
Award price	:	R26.00
Total value of award	:	R5 905 432.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes
Prescribed officer	:	D Rencken
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2023
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	240 248
Award price	:	R26.00
Total value of award	:	R6 246 448.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes
Prescribed officer	:	JG van der Bijl
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2023
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	249 242
Award price	:	R26.00
Total value of award	:	R6 480 292.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes

Prescribed officer	:	WS Mazibuko
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2023
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	222 909
Award price	:	R26.00
Total value of award	:	R5 795 634.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes

Company secretary	:	GM Chemaly
Company	:	Raubex Group Limited
Date of acceptance	:	7 August 2023
Nature of transaction	:	Off-market acceptance of long-term incentive conditional performance share awards of which 50% will vest in August 2026 and 50% in August 2027, subject to the achievement of agreed performance and employment conditions
Class of securities	:	Ordinary shares
Number of performance shares	:	83 720
Award price	:	R26.00
Total value of award	:	R2 176 720.00
Nature of interest	:	Direct beneficial
Clearance obtained	:	Yes

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7 August 2023

Sponsor
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