



**BKB LIMITED**

(Incorporated in the Republic of South Africa)

(Registration number: 1998/012435/06)

Share Code: 4ABKB

ISIN: ZAE400000069

("BKB" or "the Company")

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**ACCEPTANCE OF AWARDS UNDER THE BKB LONG TERM INCENTIVE SCHEME**

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On 1 April 2021, the board of directors of the Company approved an equity settled Bonus and Performance Entitlement Plan to provide long-term incentives ("**LTI Scheme**") for qualifying employees to deliver long term sustainable returns acceptable to shareholders. Under the LTI Scheme, qualifying employees are awarded conditional awards on an annual basis, comprising performance shares (50% of the total conditional shares awarded) ("**Performance Shares**") and bonus shares (50% of the total conditional shares awarded) ("**Bonus Shares**"). The number of these conditional Performance Shares and Bonus Shares are both linked to individual minimum and maximum percentage thresholds of qualifying employees' total annual guaranteed salaries. Performance Shares and Bonus Shares vest 4 years after grant date, subject to the rules of the LTI Scheme, including certain performance conditions being met, and will be settled in the form of BKB ordinary shares ("**BKB Shares**") at a zero-exercise price. Shareholders are referred to note 17 in the 2023 annual report of the Company for additional information relating to the share-based payments.

The vesting of Performance Shares is subject to strict financial targets being met over a 4-year assessment period. The vesting of Bonus Shares is subject to financial targets being met over a 12-month assessment period and a further 3-year employment vesting condition.

In accordance with paragraph 11.40 of the listing requirements of Cape Town Stock Exchange Proprietary Limited ("**CTSE**"), shareholders of BKB are advised of the following acceptances of awards of conditional shares in terms of the LTI Scheme ("**Awards**") by directors, prescribed officers, and the company secretary of the Company:

<b>NATURE OF TRANSACTION:</b>	Acceptance of Awards
<b>TYPE OF SECURITY:</b>	Shares
<b>CLASS OF SECURITY:</b>	Conditional shares, comprising Performance Shares and Bonus Shares, which will be settled in BKB Shares upon vesting, in accordance with the rules of the LTI Scheme
<b>CONFIRMATION THAT CLEARANCE HAS BEEN GIVEN IN TERMS OF PARAGRAPH 11.40.8 OF THE CTSE LISTING REQUIREMENTS:</b>	Yes, clearance has been granted

Performance shares:

PERFORMANCE SHARES AWARDED				
<b>Date of grant:</b>	01 July 2020	01 July 2021	01 July 2022	01 July 2023
<b>Date of acceptance:</b>	November 2020	November 2021	November 2022	November 2023
<b>Share price at grant date:</b>	R10.00	R9.00	R10.90	R5.70
<b>Vesting date:</b>	September 2024	September 2025	September 2026	September 2027
<b>Direct beneficial executive</b>	<b>Number of conditional shares awarded</b>	<b>Number of conditional shares awarded</b>	<b>Number of conditional shares awarded</b>	<b>Number of conditional shares awarded</b>
Mr JE Stumpf (Director)	367 219	419 720	394 295	542 622
Mr J Van Rooyen	47 214	53 966	50 697	70 097
Dr JH Oberholster	63 559	72 302	113 203	155 788
Mr AS Du Toit (Director)	125 904	165 074	153 905	211 801
Mr JA Le Roux	38 303	44 198	41 207	56 709
Mr JB Van Niekerk	66 328	75 451	117 577	162 571
Mr I Staats	66 993	78 760	122 734	168 904
Mr JA van Niekerk (Director)	120 482	137 053	212 439	292 355
Mr N Da Serra	54 685	62 207	58 163	87 974
Ms P Monki	-	-	-	55 530
<b>Direct beneficial executive</b>	<b>Deemed value of transaction (using share price at grant date)</b>	<b>Deemed value of transaction (using share price at grant date)</b>	<b>Deemed value of transaction (using share price at grant date)</b>	<b>Deemed value of transaction (using share price at grant date)</b>
Mr JE Stumpf (Director)	R3 672 189	R3 777 476	R4 297 819	R3 092 944
Mr J Van Rooyen	R472 139	R485 693	R552 596	R399 554
Dr JH Oberholster	R635 590	R650 715	R1 233 917	R887 994
Mr AS Du Toit (Director)	R1 259 036	R1 485 669	R1 677 561	R1 207 264
Mr JA Le Roux	R383 028	R397 782	R449 160	R323 240
Mr JB Van Niekerk	R663 277	R679 059	R1 281 590	R926 653
Mr I Staats	R669 929	R708 840	R1 337 797	R962 751
Mr JA van Niekerk (Director)	R1 204 819	R1 233 476	R2 315 586	R1 666 421
Mr N Da Serra	R546 849	R559 866	R633 982	R501 453
Ms P Monki	-	-	-	R316 518

**Bonus shares:**

<b>BONUS SHARES AWARDED</b>				
<b>Date of grant:</b>	01 July 2020	01 July 2021	01 July 2022	01 July 2023
<b>Date of acceptance:</b>	November 2020	November 2021	November 2022	November 2023
<b>Share price at grant date:</b>	R10.00	R9.00	R10.90	R5.70
<b>Vesting date:</b>	30 June 2024	30 June 2025	30 June 2026	30 June 2027
<b>Direct beneficial executive</b>	<b>Number of conditional shares awarded</b>	<b>Number of conditional shares awarded</b>	<b>Number of conditional shares awarded</b>	<b>Number of conditional shares awarded</b>
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**Gqeberha****2 April 2024****CTSE EXTERNAL ISSUER AGENT:****Pallidus**