



BKB LIMITED

(Incorporated in the Republic of South Africa)

(Registration number: 1998/012435/06)

Share Code: 4ABKB

ISIN: ZAE400000069

(“BKB” or “the Company”)

ACCEPTANCE OF AWARDS UNDER THE BKB LONG TERM INCENTIVE SCHEME

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 and 3 years respectively, 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 2024 annual financial statements section of the 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 and vesting of awards of conditional shares in terms of the LTI Scheme (“**Awards**”) by directors and prescribed officers of the Company:

NATURE OF TRANSACTION:	Acceptance of Awards			
TYPE OF SECURITY:	Shares			
CLASS OF SECURITY:	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			
CONFIRMATION THAT CLEARANCE HAS BEEN GIVEN IN TERMS OF PARAGRAPH 11.40.8 OF THE CTSE LISTING REQUIREMENTS:	Yes, clearance has been granted			
	PERFORMANCE SHARES AWARDED		BONUS SHARES AWARDED	
Date of grant:	01 July 2024		30 June 2024	
Date of acceptance:	12 December 2024		12 December 2024	
Share price at grant date:	R5.00		R5.00	
Vesting date:	September 2028		September 2027	
	Number of conditional shares awarded	Deemed value of transaction (using share price at grant date)	Number of conditional shares awarded	Deemed value of transaction (using share price at grant date)
Direct beneficial executive				
Mr JE Stumpf (Director)	620 474	3 102 370	237 555	1 187 775
Mr J Van Rooyen	77 240	386 200	30 695	153 475
Dr JH Oberholster	-	-	53 111	265 555
Mr AS Du Toit (Director)	233 382	1 166 910	102 728	513 640
Mr JA Le Roux	62 487	312 435	24 832	124 160
Mr JB Van Niekerk	185 895	929 475	97 274	486 370
Mr I Staats	204 725	1 023 625	87 366	436 830
Mr JA van Niekerk (Director)	334 300	1 671 500	127 969	639 845
Mr N Da Serra	-	-	121 956	609 780
Ms P Monki	77 928	389 640	24 316	121 580
Mr CL Schmidt	159 346	796 730	11 743	58 715

NATURE OF TRANSACTION:	Off market receipt of vesting of Awards
TYPE OF SECURITY:	Shares
DEEMED PRICE PER SHARE:	R5.17
DATE OF VESTING:	25 September 2024
CLASS OF SECURITY:	Ordinary Shares
CONFIRMATION THAT CLEARANCE HAS BEEN GIVEN IN TERMS OF PARAGRAPH 11.40.8 OF THE CTSE LISTING REQUIREMENTS:	Yes, clearance has been granted

	PERFORMANCE SHARES		BONUS SHARES	
	Number of BKB Shares	Transaction Value	Number of BKB Shares	Transaction Value
Direct beneficial executive				
Mr N Da Serra	11 903	61 520	64 971	335 801
Mr JA Le Roux	8 337	43 090	42 019	217 174
Mr J Van Rooyen	10 276	53 111	51 888	268 182
Mrs KL Posthumus	11 818	61 081	-	-
Dr JH Oberholster	13 834	71 501	64 263	332 141
Mr JB Van Niekerk	14 437	74 617	76 046	393 041
Mr I Staats	14 582	75 367	74 341	384 229
Mr JE Stumpf (Director)	75 143	388 374	315 832	1 632 368
Mr AS Du Toit (Director)	33 143	171 299	86 947	449 383
Mr JA van Niekerk (Director)	31 716	163 923	134 198	693 598

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12 December 2024

CTSE EXTERNAL ISSUER AGENT:

Pallidus