



# TERRASOL

**HUMAN CAPITAL COMMITTEE REPORT 2022**

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# HUMAN CAPITAL

## COMMITTEE REPORT

The Human Capital Committee (the Committee) is a sub-committee of the Board which assists the Board in monitoring the Group's responsibility toward its human capital.

The Committee comprises three members appointed by the Board. The Group CFO and other senior management attend these meetings by invitation. The Committee held four meetings during 2022.

The main responsibility of the Committee is to monitor the Group's activities regarding labour and employment. The Committee reports to the Board.

Some of the matters considered by the Committee included:

- A comprehensive review of all group policies relating to Human Resources, aligning them within the Group and with applicable legislation and best practises.
- Remuneration matters.
- The profile of staff.
- Management development and succession.
- Short term and long-term incentives for staff.
- Business culture.

Some focus points of the Committee for 2023 will be:

- Remuneration including short term and long-term incentives for staff.
- Ensuring the Terrasan Group remains an employer of choice.
- Talent attraction, development and retention.
- Gender equality.
- Demographic representation.
- Participation in a salary benchmarking survey
- A B-BBEE Master plan has been prepared for the Group to establish how the Group is measured and performing and to identify the gaps in each of the subsidiaries and ultimately implement the actions to address those gaps.



## MR TR RAMABULANA

Non-Executive Director

Chairman of the Human Capital Committee

24 October 2023