

NOMINATION POLICY

Vukile, incorporated under the provisions of the Companies Act, 71 of 2008 (the Companies Act), maintains a primary listing of its shares on the JSE and a secondary listing on the NSX.

The board considers corporate governance a priority and the application of sound corporate governance structures, policies and practices as paramount to the success of a sustainable business for the benefit of all Vukile stakeholders. The policy is compliant with the JSE Debt Listing Requirements.

King V™

For the year under review, the board committed to applying King V™, in a manner that reflects the stature, market position and size of the group. A register of the group's application of the King V™ principles can be viewed on Vukile's website under the governance section.

The Board

The board is collectively responsible to the group's stakeholders for the long-term success of the group and the overall strategic direction and control of the group. The board exercises this control through the governance framework of the group, which includes detailed reporting to the board and its committees, a system of internal controls and a delegation of authority through an approval framework.

The board discharges its responsibilities as contained in its charter. The board charter can be viewed at <https://www.vukile.co.za/corporate-governance/>

Composition and appointment of directors

The details of the directors, including their experience, expertise and appointment dates appear on pages 88 – 90 of the Integrated Annual Report for FY 2026.

Directors are appointed by the board in a formal and transparent manner, after review and nomination by the nominations committee. All nominated candidates are subject to an interview by the full board.



Directors

At the date of the Integrated Annual Report for FY 2026, the board consisted of eleven directors.

Chairman
Nigel Payne

Executive Directors	Non-executive directors	Prescribed Officer
Laurence Rapp	James Formby (Lead independent)	Laurence Cohen
Lizelle Pottas	Jon Zehner	
Itumeleng Mothibeli	Neo Dongwana	
	Renosi Mokate	
	Ben Kodisang	
	Tshidi Mokgabudi	
	Sedise Moseneke	