

From: Jozef Behr Jozef@soticinternational.com

Subject: RE: Dec 2019 staff bonus payments

Date: 03 January 2020 at 09:24

To: Christopher Fourie Christopher@soticinternational.com, Ronelle Sinclair Ronelle@soticinternational.com

Cc: Kuda Tagwirei kuda.tagwirei@sakunda.com

Hi Chris,

Not sure why all the questions, but as you aware, Kuda is the boss and approves and/or initiates all payments made. I'm sure a quick call with him can clear up any of your concerns regarding payments and HR queries.

I will assist with answers where I can:

- The Trek/Balesite year-end function for the employees was approved by the shareholders via the directors and no cause for concern;
- Not sure what lunches you referring to, but I'm sure Ronelle can send through any costs incurred by Sotic;
- The sevens was funded by myself and had no bearing on Kuda related companies;
- There are no sotic/takutata loan accounts to individuals other than Kuda, there is however a R5m injection from East for working capital for salaries/logistics that needed to be paid during the year, which can be viewed on the Takutata financials;
- No housing related salary increases for any individuals;
- On the family member question, I can't answer for everyone, but for my salary structure, my salary is split between myself and my wife to reduce the tax burden on our household. This does not affect the gross cost to company. Tax structuring opportunity was offered to most, including yourself. Sotic only started employing staff from earlier this year, before that all costs were covered by myself;
- As mentioned all 13th cheques were approved/initiated by Kuda, so you would need to discuss Karlien's amount with him.

Regards,
Jozef

From: Christopher Fourie <Christopher@soticinternational.com>

Sent: Thursday, January 2, 2020 11:37 PM

To: Ronelle Sinclair <Ronelle@soticinternational.com>; Jozef Behr <Jozef@soticinternational.com>

Cc: Kuda Tagwirei <kuda.tagwirei@sakunda.com>

Subject: Re: Dec 2019 staff bonus payments

Dear All

In addition to the information requested below, can you please also add a column with highest qualification of each employee.

Also, can we please also add money/fees that were earned by family members of which employees over the preceding 18 months?

Happy New Year and also a very happy Thursday.

Kind regards

Christopher

On 24 Dec 2019, at 19:33, Christopher Fourie
<Christopher@soticinternational.com> wrote:

When can expect to get the requested information?

On 21 Dec 2019, at 13:35, Christopher Fourie
<Christopher@soticinternational.com> wrote:

Ronelle/Jozef

Please can you send me a list of who got what bonuses paid to them in Dec?

I would also like to see how the respective bonuses relate to annual/monthly salaries. Also, I want to see proof in the form of actual payslips or the like for transfers that were made.

Also, when I was asked about Karlien's bonus, I requested R150k. Nobody came back to me on this. So I want to know who decided on what was given to who and on what basis was this done.

And just to be clear, she will be paid R150k. These group of companies are not just an ATM for the Cape Town team.

Further more, I want to know the following costs:

1. Year end function in Harare
2. YTD spend on team lunches in Cape Town
3. What was spent on the 7's
4. What was the total relocation cost for staff to Cape Town
5. What salary increases were given to who for housing in Cape Town
6. Respective increases in loan accounts

Thanks
Christopher