

- Delivered by Email To:** All Employees of Tongaat Hulett Limited (in business rescue)  
Companies and Intellectual Property Commission  
All know Trade Union Representatives of Employees of the Company
- Displayed:** Registered office and principal place of business of the Company and  
anywhere where employees are employed
- Published:** On the website maintained by the Company and accessible to Affected  
Persons
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01 November 2022

**NOTICE TO EMPLOYEES REGARDING THE FIRST MEETING OF EMPLOYEES IN  
RESPECT OF THE BUSINESS RESCUE PROCEEDINGS OF TONGAAT HULETT LIMITED  
(IN BUSINESS RESCUE) ("Company") IN TERMS OF SECTION 148(1) AND 148(2)  
OF THE COMPANIES ACT 71 OF 2008.**

1. As employees and employee representatives are aware from the previous correspondence sent to Affected Persons of the Company, in accordance with the provisions set forth in section 129 of the Companies Act 71 of 2008, as amended ("**Companies Act**"), the Company voluntarily commenced business rescue proceedings, and Messrs. Trevor John Murgatroyd, Petrus (Peter) Francois van den Steen and Gerhard Conrad Albertyn were appointed as the joint business rescue practitioners of the Company ("**BRPs**"), on **27 October 2022**.
2. Section 148 of Chapter Six of the Companies Act, sets forth the following provisions:
  - 148(1) – "(1) Within 10 business days after being appointed, the practitioner must convene, and preside over, a first meeting of employees' representatives..."; and
  - 148(2) – "The practitioner must give notice of the meeting to every registered trade union representing employees of the company and, if there are any employees who are not represented by such a registered trade union, to those employees, or their representatives, setting out the— (a) date, time and place of the meeting; and (b) agenda for the meeting."
3. In this regard, due to the significant number of employees and employees' representatives of the Company and the logistics associated with employees and employees' representatives being required to travel to one location to attend the First Meeting of employees and employee representatives in terms of Section 148(1) ("**First Meeting**"), the BRPs have determined that the First Meeting should be convened both in person and virtually.

4. Accordingly, notice is hereby given to all employees and employees' representatives in accordance with Section 148(2) of the Companies Act, that the First Meeting will be convened in person and virtually in accordance with the details set out below –

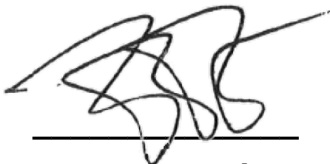
**Date:** **Thursday 03 November 2022**  
**Time:** **08h00 – 10h00**  
**Meeting Type:** **In Person and Virtually**  
**In-Person Meeting Venue:** **Tongaat Hulett Limited Head Office,  
Amanzimnyama Hill Road, Tongaat, 4400**  
**Virtual Meeting Venue:** **Microsoft Teams Live Event Webinar accessible via  
the link to be sent out on 02 November 2022.**

5. In accordance with the provisions of section 148(2) of the Companies Act, please see the Agenda for the First Meeting, included herein as "**Annexure A**".

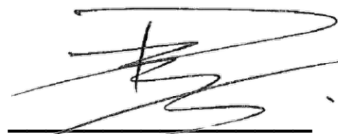
6. We will continue to keep you informed of any and all developments in respect of this Business Rescue. In this regard, employees are reminded that all notices and documents regarding the business rescue proceedings of the Company that have been and/or will be circulated to all known Affected Persons, are/will be published and made available to all Affected Persons, which include employees and employee representatives, on the Company's website at: [www.tongaat.com](http://www.tongaat.com), under the 'Business Rescue' tab.

7. If you have any queries in this regard, they may be directed to the business rescue email address at: [br@tongaat.com](mailto:br@tongaat.com).

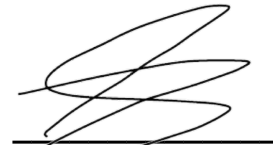
Yours faithfully,



**TJ Murgatroyd**



**PF van den Steen**



**GC Albertyn**

**The Joint Business Rescue Practitioners of Tongaat Hulett Limited (in business rescue)**

**ANNEXURE A**

**AGENDA FOR THE FIRST MEETING OF EMPLOYEES AND EMPLOYEES' REPRESENTATIVES OF TONGAAT HULETT LIMITED (IN BUSINESS RESCUE) `**

- Welcome
- Overview of Business Rescue
- Statement by the Business Rescue Practitioners about the Reasonable Prospects of Rescuing the Company
- Claims of Employees who are Creditors
- Employee's Committee
- Other Matters
- Question & Answer Session
- Meeting Closure