



FFA GROUP

FIRST IN INTEGRATED FIRE MANAGEMENT

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FFA BEE EMPLOYEE SHARE TRUST
REGISTRATION NUMBER: IT 602/11

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Please allow me to explain this very exciting new venture that comes directly from the shareholders in FFA Group of companies.

The Shareholders and directors decided to reward staff in the Group by founding the FFA BEE Employees Share Trust and transferring 16% shareholding in FFA Holdings (Pty) Ltd to the Trust. The Trust was formed and is called the FFA BEE Employee Trust.

As an interim measure the shareholders appointed Trustees, namely Joseph Magagula, Goodness Lubisi and Anthony Mandjolo and Coenie Lamprecht. The trustees main task for the interim period will be to implement the trust and to get going with the administration load. Once the trust is fully operational, the beneficiaries of the trust will then elect the trustees to represent them on the Board.

Not everybody qualifies to become a beneficiary of the trust and therefore there are some criteria that a person needs to comply with before they can become a member and benefit from the trust.

The criteria of qualification as a beneficiary are as follows:

1. Must be an employee of the FFA Group of Companies.
2. Must be an employee of the FFA Group of companies for a period of at least three years.
3. Must be in a position of crew leader type 2 and higher. This includes therefore: Crew leader type 1 and 2, drivers, all administration and management personnel.
4. You must be classified as a Previously Disadvantaged Individual.

Beneficiaries who qualify will be notified in due course.

Coenie Lamprecht

Chairman of the FFA BEE Employment Share Trust