

AGRIZZI DRAFTS THE TERMS HE REQUIRES TO RETURN TO BOSASA

From: Angelo Agrizzi I Cloud <angelo.agrizzi@me.com>
Sent: Tuesday, 23 August 2016 10:11 AM
To: [REDACTED]
Subject: Agreement

[REDACTED]

Would it be possible to get someone to draft an agreement regarding our discussions the parties to the agreement are as follows;

[REDACTED]

[REDACTED]

And

Gavin Joseph Watson
ID Number TBC
Representing BOSASA Group of Companies

And

Angelo Agrizzi
ID Number 6712035468085

In respect of a remuneration agreement between Gavin Watson and Angelo Agrizzi it is agreed that the following take effect as at 1st September 2016;

1. An ex gratia payment of R10,000,000.00 will be transferred to an account of A Agrizzi on provision of an invoice this amount will be submitted by A Agrizzi, to be concluded by the 26th August 2016

The payment of such amount shall be structured in a tax efficient manner.

2. An annual bonus of R5,000,000.00 is payable on the 1st February 2017, thereafter on the 1st February every consecutive year

3. Payment of a structured Cost to Company if R500,000.00 per month split between Consilium and BOSASA group

4. A Share incentive scheme to be established that Angelo Agrizzi will be provided shareholding in the entities Intellovate Copper Rod Solutions and Lamoze details of which to be concluded by 30 September 2016

It is recorded that Angelo Agrizzi will undertake to provide a full restraint of trade and confidentiality agreement for a minimum period of ten 10 years and will commit to remain in the employ of the BOSASA Group of companies.

In the event of any disputes regarding terms of employment Angelo Agrizzi may not summarily provide notice and will be committed to remain within the group and associated with Gavin Watsons best interests.

Angelo Agrizzi
Group Chief Operations Officer

Bosasa Group of Companies

The Bosasa Group

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"In all thy ways acknowledge HIM and HE shall direct thy paths" - Prov 3:6