

Notice To Shareholders

Shareholders are advised that CBZ Holdings Limited (the Company) has embarked on a restructuring exercise across its Group of companies which is aimed at aligning the Company's strategic thrust with the evolving business environment. The move is part of the Company's broader efforts to strengthen its market position and ensure long-term sustainability in our dynamic market.

The first phase of the restructuring process is at executive level and this has resulted in the disengagement with thirteen (13) executives. The executives will go on garden leave starting 1 October 2024, with termination of their contracts expected by 31 December 2024. Reasons for termination include retirement, restructuring of positions and some contracts coming to an end.

We believe these steps will enable the Company to navigate the complexities of the market and serve its stakeholders with excellence. You are assured that this restructuring exercise will not affect the Company's ability to fulfill its obligations and the Company remains committed to delivering the exceptional service that is expected. We are also confident that these changes will strengthen the Company's business and enhance its ability to adapt to market conditions and be in a better position to serve its clients and stakeholders more efficiently.

We would like to thank all our Stakeholders for their continued support during this transition.

BY ORDER OF THE BOARD



Rumboidzayi Angeline Jakanani
GROUP CHIEF GOVERNANCE OFFICER

REGISTERED HEAD OFFICE

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DIRECTORS:

Luxon Zembe (Chairman), Edward U. Mashingaidze (Deputy Chairman) Edward E. Galante, Rebecca Gaskin Gain, Louis C. Gerken, Lawrence Nyazema* (Group CEO), Tawanda L. Gumbo* (Group CFO)
*Executive Director

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