

**CEO PERFORMANCE CONTRACT**

Weighting	KRA	Objectives	Objective Weighting	Measures/Indicator	Incumbent	Comments	Manager	Agreed	Weighted Score
50%	SALES MARKETING AND RACING OPS	Negotiate and sign a new Stakes Agreement with the operator	35%	To achieve an increase in Stakes to Pre-Covid levels	By 30 November 2020				0.0
				Ensure linkage between operator revenue and Stakes amount	By 30 November 2020				0.0
				Ensure seasonality in Stakes agreement	By 30 November 2020				0.0
				Negotiate sponsorship allocation in the new Stakes Agreement	By 30 November 2020				0.0
		Complete Randjesfontein Re-Development Project	15%	- Horse Racing Venue	By 31 October 2020				0.0
				- Possible Sectional Title Ownership	By 31 October 2020				0.0
				- Capital Investment Decisions	By 31 October 2020				0.0
		Improve Membership Experience	30%	Assess and improve the race day experience in all centres as well as introduce new minimum standards	By 31 October 2020				0.0
				Unwind the Chapters and create a new MOI including all owners as members as well as the introduction of a new tiered benefit structure	For approval by members at our AGM				0.0
				Assess and improve external communication tools and invest in new products. Revamp the Website look and content	By 31 October 2020				0.0
				Introduce a monthly newsletter	From August 2020				0.0
				Introduce a project to ensure access to all ownership data for new initiatives, benefits and loyalty programmes based on this source of data	31 May 2021				0.0
		Establish Owner Experience Focused Projects	10%	Introduce a renovation project for The White House to modernize the appearance and create a warm inviting space encouraging members to "pop in and see us".	Completed By 28 February 2021				0.0
Review Strategies relating to Membership/Ownership with the Board	10%	Play a leading role along with the Board to unify the industry if possible under one body	To be Assessed by 31 July 2021				0.0		
								0.0	
		100.0%				Sub total		0.0	
25%	FINANCE	Increase Noms & Decs	15%	Increase Noms and Decs to Pre-Covid Levels - this will be in line with increased Stakes	By 30 November 2020				0.0
		Increase Membership Income	15%	Through the introduction of tiered membership benefits	By 31 July 2021				0.0
				Grow membership by at least 5%	By 31 July 2021				0.0
		Achieve Budgets	40%	Achieve cost budgets and associated actions as approved by the Board	To be Assessed by 31 July 2021				0.0
		Continue Support Functions for;	10%	The Thoroughbred Horseracing Trust	To be Assessed by 31 July 2021				0.0
			10%	The Gauteng Jockey Academy	To be Assessed by 31 July 2021				0.0
	10%	The South African Jockey Academy	To be Assessed by 31 July 2021				0.0		
		100%				Sub total		0.0	
20%	PEOPLE, SOCIAL ETHICS AND TRANSFORMATION	Set new Staff Plan	30%	Create new job profiles and deliver the plan in line with future strategy and objectives. Assess current staff capabilities and skills and establish requirements.	By 31 August 2020				0.0
		Employment Equity	10%	Put together and deliver an employment equity plan as part of the Staff Plan	By 31 August 2020				0.0
		BBBEE Certification	15%	Provide the goal and future plan to achieve BBBEE certification by assessing from both a procurement and employment equity perspective.	By 30 September 2020				0.0
		Collaboration with the NHRA SETCOM to drive and support transformation in the Industry	10%	Working with the NHRA to develop and submit a comprehensive proposal for Board approval on the School of Racing Initiative. This is dependant on NHRA.	31st December 2020				0.0
			10%	Working with the NHRA on a plan to support and drive the Informal or Traditional Racing Initiatives in KZN and EC. This is dependant on NHRA.	31st December 2020				0.0
		Donations and Contributions	15%	Continue to donate to various bodies within the Industry and return support to Pre-Covid levels	By the time of our AGM				0.0
		Coordinate and pull together all of the Non-Profit initiatives in the Industry	10%	Play a role in assessing and streamlining where possible, create and support initiatives to increase revenue and reduce costs to a sustainable level	To be Assessed by 31 July 2021				0.0
		100%				Sub total		0.0	
5%	GOVERNANCE/ COMPLIANCE	Company Secretarial	30%	Ensure all statutory requirements are met in terms of the MOI and Companies Act	By 31 July 2021				0.0
		External Audit	30%	Ensure an unqualified Auditors Report	By 30 November 2020				0.0
		Review Sustainability Agreement	10%	Review Sustainability Agreement, assess and present to the Board any liabilities by the RA	By 31 August 2020				0.0
		Amend the MOI	30%	All amendments to be approved by members at the AGM per the achievement of the objectives mentioned in Sales, Marketing & Racing Ops above	By the AGM				0.0
		100%				Sub total		0.0	
Total weighting should be 100%			100.0%			Overall Weighted KRA Score		0.0	

OBJECTIVES AND TIMELINES ARE SUBJECT TO CHANGE BY ORDER OF THE BOARD