

DIRECTORS' AND PRESCRIBED OFFICERS' REMUNERATION (continued)

SUMMARY OF REMUNERATION RECEIVED/RECEIVABLE - 2014

2014 ¹	NCOE/guaranteed remuneration plus circumstantial			Short-term incentives	Long-term incentives	Other					Total remuneration paid	Share-based payment expense ⁶	Gains on management share schemes	Total remuneration expense	
	Basic salary	Benefits and allowances ²	Retirement fund contributions	Performance bonuses ³	Gains on management share schemes	Exit payment	Recognition ⁴	Other ⁵	R	R					R
Executive directors															
SA Nkosi	7 323 305	93 941	724 283	3 188 762	5 509 697		7 307	124 073			16 971 368	(1 407 592)	(5 509 697)		10 054 079
WA de Klerk	4 574 666	180 255	452 439	1 938 841	2 792 914		7 307				9 946 422	(1 751 637)	(2 792 914)		5 401 871
Total executive directors' remuneration	11 897 971	274 196	1 176 722	5 127 603	8 302 611		14 614	124 073			26 917 790	(3 159 229)	(8 302 611)		15 455 950
Prescribed officers															
MDM Mgojo	4 106 203	161 484	357 182	2 023 946	2 135 162		7 307	160 404			8 951 688	(611 575)	(2 135 162)		6 204 951
MI Mthenjane	3 344 464	110 930	248 683	840 052			5 762	644 799			5 194 690	(455 177)			4 739 513
M Piater	3 213 283	126 613	317 797	1 243 101	1 347 297		7 307	51 049			6 306 447	(726 992)	(1 347 297)		4 232 158
PE Venter	4 307 298	199 045	377 156	1 726 326	1 881 695		7 307	51 395			8 550 222	(1 430 693)	(1 881 695)		5 237 834
M Vetri	2 837 160	36 394	280 598	72 017	988 532		7 307				4 222 008	(535 725)	(988 532)		2 697 751
CH Wessels	1 775 303	68 818	143 943	493 741	415 262		7 307				2 904 374	(217 667)	(415 262)		2 271 445
Total prescribed officers' remuneration	19 583 711	703 284	1 725 359	6 399 183	6 767 948		42 297	907 647			36 129 429	(3 977 829)	(6 767 948)		25 383 652

2014	Fees for services	Benefits and allowances	Total remuneration expense
	R	R	R
Non-executive directors			
S Dakile-Hlongwane	413 707		413 707
Dr CJ Fauconnier	684 700	28 692	713 392
JJ Geldenhuys ⁷	317 115	9 389	326 504
Dr D Konar (chairman)	1 395 873		1 395 873
NB Mbazima	398 036		398 036
VZ Mntambo	423 114		423 114
RP Mohring	823 781	20 832	844 613
V Nkonyeni ⁸	225 083		225 083
Dr MF Randera	427 540	2 106	429 646
NL Sowazi ^{9, 10}	123 368		123 368
J van Rooyen	599 734		599 734
D Zihlangu	410 575		410 575
Total non-executive directors' remuneration paid by Exxaro	6 242 626	61 019	6 303 645

¹ The 2014 executive directors' and prescribed officers' remuneration disclosures have been represented to be aligned with the remuneration philosophy as presented in the integrated report 2015.

² Includes leave days purchased as well as travel and acting allowances.

³ All incentive schemes are performance related and were approved by the board. The two-tier short-term incentive scheme applies to all employees throughout the group.

⁴ Comprises long-service awards, zero-fatality and LTIFR rewards.

⁵ Includes restraint-of-trade lump sums and ex-gratia payment.

⁶ Reversal of share-based payment expense as a result of the non-market conditions not being achieved.

⁷ Retired on 27 May 2014.

⁸ Appointed on 3 June 2014.

⁹ Fees paid to the respective employer and not the individual.

¹⁰ Resigned on 3 June 2014.

Retirement amounts paid or received by executive directors are paid or received under defined contribution retirement funds.