

# DIRECTORS' AND PRESCRIBED OFFICERS' REMUNERATION

## SUMMARY OF REMUNERATION RECEIVED/RECEIVABLE - 2015

	NCOE/guaranteed remuneration plus circumstantial			Short-term incentives	Long-term incentives	Other				Total remuneration paid	Share-based payment expense	Gains on management share schemes	Total remuneration expense
	Basic salary	Benefits and allowances <sup>1</sup>	Retirement fund contributions	Performance bonuses <sup>2</sup>	Gains on management share schemes	Exit payment	Recognition <sup>3</sup>	Other <sup>4</sup>					
2015	R	R	R	R	R	R	R	R	R	R	R	R	R
<b>Executive directors</b>													
SA Nkosi	7 657 353	98 226	757 320	4 652 386	2 592 636			5 190		15 763 111	4 517 714	(2 592 636)	17 688 189
MDM Mgojo <sup>5</sup>	4 903 361	191 468	426 409	2 728 533	1 072 537			5 190		9 327 498	2 326 852	(1 072 537)	10 581 813
WA de Klerk	4 727 814	233 063	472 036	2 697 499	1 598 667			5 190		9 734 269	2 910 051	(1 598 667)	11 045 653
<b>Total executive directors' remuneration</b>	<b>17 288 528</b>	<b>522 757</b>	<b>1 655 765</b>	<b>10 078 418</b>	<b>5 263 840</b>			<b>15 570</b>		<b>34 824 878</b>	<b>9 754 617</b>	<b>(5 263 840)</b>	<b>39 315 655</b>
<b>Prescribed officers</b>													
AW Diedericks <sup>6</sup>	2 261 164	89 097	223 631	1 395 863	437 559			1 646		4 408 960	731 188	(437 559)	4 702 589
JG Meyer <sup>6</sup>	2 180 164	170 097	223 631	1 378 557	319 143			14 512		4 286 104	639 648	(319 143)	4 606 609
MI Mthenjane	2 973 693	76 353	258 582	1 328 415				5 190	667 368	5 309 601	572 621		5 882 222
M Piater <sup>7</sup>	3 344 971	131 802	330 821	1 890 474	1 393 339	11 687 117		45 480		18 824 004	1 358 175	(1 393 339)	18 788 840
Dr N Tsengwa <sup>8</sup>	1 583 085	376 673	148 616	1 197 487	6 556			1 694		3 314 111	464 372	(6 556)	3 771 927
PE Venter <sup>9</sup>	1 098 893	42 829	95 556		856 782	16 929 984		96 010	3 167 432	22 287 486	640 746	(856 782)	22 071 450
M Vetri	2 963 323	38 013	293 076	2 280 343	400 306			5 190		5 980 251	804 330	(400 306)	6 384 275
CH Wessels	1 848 058	71 638	149 842	779 202	159 062			5 190	24 468	3 037 460	416 651	(159 062)	3 295 049
<b>Total prescribed officers' remuneration</b>	<b>18 253 351</b>	<b>996 502</b>	<b>1 723 755</b>	<b>10 250 341</b>	<b>3 572 747</b>	<b>28 617 101</b>		<b>174 912</b>	<b>3 859 268</b>	<b>67 447 977</b>	<b>5 627 731</b>	<b>(3 572 747)</b>	<b>69 502 961</b>

	Fees for services	Benefits and allowances	Total remuneration expense
2015	R	R	R
<b>Non-executive directors</b>			
S Dakile-Hlongwane	474 042	2 726	476 768
Dr CJ Fauconnier	917 947	9 482	927 429
MW Hlahla <sup>5</sup>	124 339		124 339
Dr D Konar (chairman)	1 555 441		1 555 441
S Mayet <sup>10</sup>	96 758		96 758
NB Mbazima <sup>11</sup>	341 881		341 881
VZ Mntambo	476 170		476 170
RP Mohring	899 532	10 741	910 273
V Nkonyeni	513 602		513 602
Dr MF Randerda	474 740	6 295	481 035
J van Rooyen	643 779		643 779
D Zihlangu	455 850	3 615	459 465
<b>Total non-executive directors remuneration</b>	<b>6 974 081</b>	<b>32 859</b>	<b>7 006 940</b>

<sup>1</sup> Includes leave days purchased as well as travel and acting allowances.

<sup>2</sup> 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.

<sup>3</sup> Comprises long-service awards, zero-fatality and LTIFR rewards.

<sup>4</sup> Includes restraint-of-trade lump sums and ex-gratia payment.

<sup>5</sup> Appointed on 4 June 2015.

<sup>6</sup> Appointed on 1 April 2015.

<sup>7</sup> Termination on 31 December 2015, severance package.

<sup>8</sup> Appointed to act as executive head, coal operations, on 1 May 2015.

<sup>9</sup> Termination on 31 March 2015, severance package.

<sup>10</sup> Appointed on 18 August 2015. Fees paid to employer.

<sup>11</sup> Resigned on 18 August 2015.

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