

Board Committees continued

Transformation Committee

The Transformation Committee consists of the following Non-Executive Directors:

- Mr F Ntombela (Chairperson);
- Pastor C Kai;
- Mr M Rabodila; and
- Mr L Mabuza.

The purpose of the Committee is to produce a ground breaking intervention in transformative programs led by the JPC; to ensure the alignment of Transformation with the proposed JPC Corporate Strategy; to define how JPC will transform the property industry; to develop the Transformation Policy, Strategy and Implementation Plan; and to support the Transformation Strategic Framework through monitoring the development of detailed plans that ensures that every department within the Company delivers on transformation.

The Committee met three times in the period under review.

Directors Remuneration

Entity Remuneration policy

The directors of the JPC Board are appropriately rewarded for their valuable contribution to the Company. In line with King III the Remuneration Committee governs the remuneration process and recommends amounts to be paid to the Board.

As required by the Companies Act and other applicable municipal laws, directors' remuneration is approved by the shareholder. Non-Executive Director fees comprise a base and an attendance fee component.

Name of Director	Meetings Attended YTD	YTD Directors Payments as at 30 June 2016		
		Emoluments	Retainer charge	Total
Ms A Mabizela	16	171 120.00	45 626.00	216 746.00
Prof. AN Nevhutanda	21	118 658.00	22 816.00	141 474.00
Mr T Hickman	18	132 344.00	22 816.00	155 160.00
Ms PP Msweli	14	74 166.00	22 816.00	96 982.00
Mr JM Rabodila	24	133 491.00	22 816.00	156 307.00
Mr DF Ntombela	29	158 600.00	22 816.00	181 416.00
Mr M Mojerele	17	95 836.00	22 816.00	118 652.00
Mr C Kai	33	173 441.00	22 816.00	196 257.00
Dr. N Mabuya	12	65 034.00	22 816.00	87 850.00
Mr L Mabuza	9	50 198.00	-	50 198.00
Adv M Mogale	10	66 172.00	-	66 172.00
Ms M Mojapelo	5	30 802.00	-	30 802.00
Total		1 401 054.00	296 602.00	1 697 656.00

Independent Audit Committee Members' Remuneration

YTD Independent Members Payments as at 30 June 2016				
Name of Director	Meetings attended YTD	Emoluments	Retainer charge	Total
Mr G Mufana	8	45 632.00	22 816.00	68 448.00
Mr Y Gordan	8	45 632.00	13 309.33	68 448.00
Mr V Mokwena	7	39 928.00	22 816.00	62 744.00
Total		131 192.00	68 448.00	199 640.00

Executive Management Remunerations

YTD Executive Salaries as at 30 June 2016										
Employee No	Name	Basic salary YTD	Back Pay	Subsistence Allowance	Travel Allowance	Leave Pay	13th Cheque	Performance Bonus	Company Contributions	Total
109	MS. H.M Botes	1 484 533.77	769 565.79		249 999.96	-	-	280 000.00	29 125.63	2 813 225.15
247	Mr. I.M Bhamjee	1 371 503.53	-	1 765.00	96 000.00	-	-	193 461.88	290 681.09	1 953 411.50
103	Mr. M.V Tisani	1 245 334.19	-	-	-	-	-	-	268 284.50	1 513 618.69
104	Mrs. K. Padayachee	891 253.72	-	1 059.00	30 000.00	-	-	-	189 203.58	1 111 516.30
545	Mr. F. Sardonos	1 499 571.42	-	1 059.00	-	36 609.79	-	183 299.33	318 652.04	2 039 191.58
601	Mr. S.Z Mntungwa	1 499 570.24	-	-	-	38 335.69	-	191 677.61	318 752.87	2 048 336.41
000469	Mr. M.M Makhunga	998 850.78	-	-	96 000.00	-	50 885.67	-	218 461.65	1 364 198.10
Total		8 990 617.65	769 565.79	3 883.00	471 999.96	74 945.48	50 885.67	848 438.82	1 633 161.36	12 843 497.73