

Section 5: Directors' and Prescribed Officers' Remuneration

Entity Remuneration Policy

The Directors of the Board are rewarded for their valuable contribution to the company. In line with King III, the Remuneration Committee governs the remuneration and recommends amounts paid to the Directors. As required by the Companies Act and other applicable municipal laws, the shareholder's remunerations policy regulates the Director's remuneration, Non-Executive Directors' fees comprise a base and an attendance fee component.

The Directors of JPC are appointed by CoJ, as the shareholder. The payment of Directors' fees is in terms of the CoJ Group Policy on the Shareholder Governance of Boards of Municipal Entities. The policy has been adopted by the JPC Board. The upper limits of remuneration of senior management, including that of the Chief Executive Director, are determined by the shareholder and rectified by the Board. The benchmarking of benefits is undertaken by the shareholder prior to revising the upper limits of the benefits. The policy provides an incentive scheme to encourage retention in the form of a retainer based on meetings attended.

