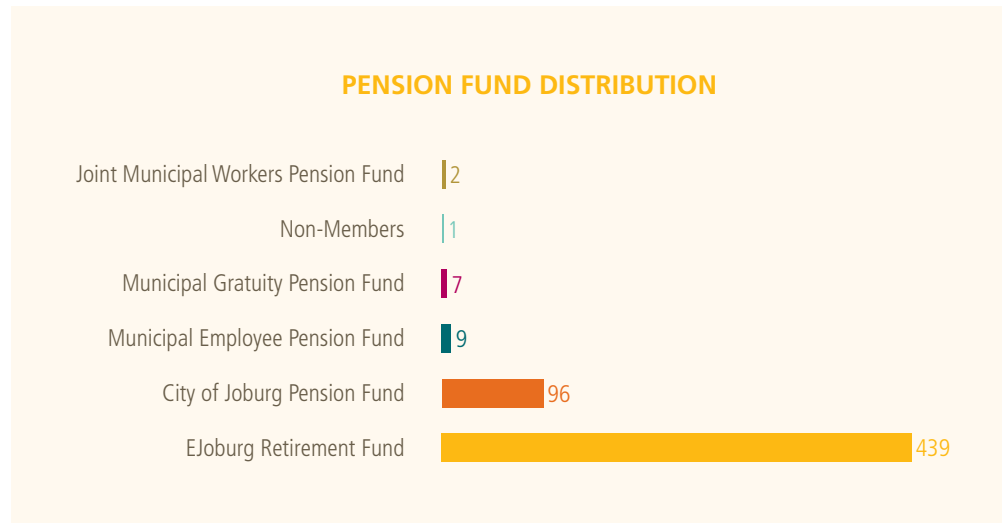


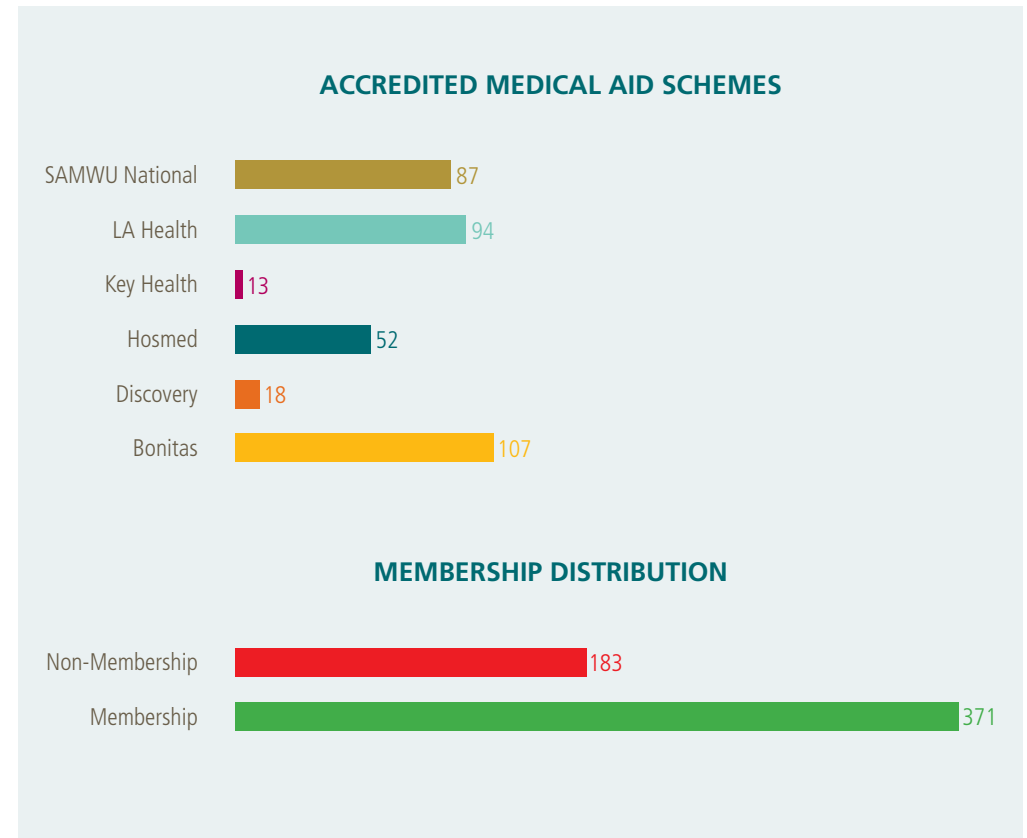
Section 10: Employee Benefits

Pension Fund Membership Distribution as at end June 2017



The graph and table above indicates the membership distribution for the recognised pension funds to which the employer contributes 18% . Although E-Joburg is the preferred pension fund, members who previously joined other pension funds retained their membership. Membership to the fund is compulsory for employees with the exception of the section 56 and temporary employees.

Accredited Medical Aids Schemes Membership as at end June 2017



The graphs above indicate accredited medical aid schemes, as well as the membership distribution. JPC encourage employees to join one of the accredited medical aid schemes to which the company contributes a 60/40 split at a maximum capped amount of R3871.00. The “non-membership” description relates to low-income earners who cannot join the medical aid scheme due to affordability. The major shareholder is investigating alternative options to accommodate medical cover for employees in the low-income brackets.