

# Remuneration Report

## Remuneration Committee

The Human Resources and Remuneration Committee assists the Board in applying:

- the policy set by the Department of Water Affairs for the remuneration of the Directors and the Chief Executive (CE); and
- the remuneration policy approved by the Board for the Executives.

## Service contract period of Executives

Executives	Date first appointed by the Board	Date last re-elected	Date due for re-election
Mr P Jonas	01 January 2003	permanent	permanent
Ms M Gevers	01 March 2003	01 March 2008	01 March 2011
Mr O Dlamini	01 February 2008	n/a	Resigned 31 August 2010
Ms P Gwala	01 December 2008	n/a	01 December 2013
Mr M Msiwa (CE)	01 February 2003	01 September 2006	01 September 2011

## DIRECTORS' AND EXECUTIVES' EMOLUMENTS

						2010	2009
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
	Fees for Services/Salary	Bonuses	Expense Allowances	Other Benefits	Pension Contributions	Total	Total
Mr A Mahlalutye (Chairman) <sup>N2</sup>	415	-	8	-	-	423	-
Ms M Lesoma (Vice Chairman) <sup>N3</sup>	254	-	5	-	-	259	89
Ms N Afolayan <sup>N3</sup>	237	-	10	-	-	247	130
Mr GDJ Atkinson <sup>N2</sup>	260	-	13	-	-	273	-
Ms TC Shezi <sup>N3</sup>	266	-	12	-	-	278	149
MS J John <sup>N2</sup>	142	-	3	-	-	145	-
Mr IAS Vally <sup>N2</sup>	271	-	14	-	-	285	-
Mr T Nkhahle <sup>N2</sup>	261	-	23	-	-	284	-
Ms TMV Dube <sup>N2</sup>	237	-	8	-	-	245	-
Mr VG Reddy <sup>N2</sup>	264	-	8	-	-	272	-
Ms ZB Mathenjwa <sup>N2</sup>	275	-	7	-	-	282	-
Mr VG Gounden <sup>N3</sup>	173	-	5	-	-	178	66
Mr S Nxedlana <sup>N2</sup>	146	-	9	-	-	155	-
Ms NB Chamane <sup>N2</sup>	268	-	12	-	-	280	-
Mr SM Dlamini <sup>N1</sup>	-	-	-	-	-	-	33
Mr NA Gasa <sup>N1</sup>	-	-	-	-	-	-	213
Mr NJ Dlamini <sup>N1</sup>	-	-	-	-	-	-	104
Mr BB Mathebula <sup>N1</sup>	-	-	-	-	-	-	133
Mr NA Macloed <sup>N1</sup>	-	-	-	-	-	-	91
Mr ZJ Dube <sup>N1</sup>	-	-	-	-	-	-	105
<b>Total Non Executive Board Members</b>	<b>3,469</b>	<b>-</b>	<b>137</b>	<b>-</b>	<b>-</b>	<b>3,606</b>	<b>1,113</b>
<b>Executive Board Member</b>							
Mr M Msiwa (CE)	1,745	300	140	-	388	2,573	1,977
<b>Total -Parent</b>	<b>5,214</b>	<b>300</b>	<b>276</b>	<b>-</b>	<b>388</b>	<b>6,179</b>	<b>3,090</b>
<b>Msinsi Holdings (Pty) Ltd</b>							
Total Non Executive Board Members	15	-	-	-	-	15	22
<b>Total Subsidiaries</b>	<b>15</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>15</b>	<b>22</b>
<b>Total Group</b>	<b>5,229</b>	<b>300</b>	<b>276</b>	<b>-</b>	<b>388</b>	<b>6,194</b>	<b>3,112</b>

N1: Term ended 30 June 2009.

N2: Appointed 1 July 2009.

N3: Re-appointed 1 July 2009.

## Remuneration Report continued

### DIRECTORS' AND EXECUTIVES' EMOLUMENTS continued

						2010	2009
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
	Fees for Services/Salary	Bonuses	Expense Allowances	Other Benefits	Pension Contributions	Total	Total
<i>Exco Members</i>							
Mr P Jonas	1,098	174	172	185	244	1,873	1,519
Ms M Gevers	1,147	181	181	128	255	1,892	1,623
Mr O Dlamini <sup>N4</sup>	838	102	159	-	137	1,236	1,090
Ms P Gwala	739	-	141	-	121	1,001	509
<b>Total Exco</b>	<b>3,822</b>	<b>457</b>	<b>653</b>	<b>313</b>	<b>757</b>	<b>6,002</b>	<b>4,741</b>

N4: Resigned 31 August 2010.