

SHORT TERM INCENTIVE SCHEME INFORMATION / CALCULATOR

Short Term Incentive Scheme Details

- 1 **The purpose of the Short Term Incentive Scheme ("STIS" or "the scheme") is to motivate and incentivise employees to achieve targets in excess of the standard performance requirements of their job models and to achieve shareholder value creation expectations. The rules of the scheme will be applicable for the 2013 Financial Year and subsequent Financial Years, as directed by Remco. Participation in the STIS is subject to the terms and conditions contained in the scheme rules and this document should be read in conjunction with the scheme rules.**
- 2 **It has been approved that you are eligible to participate in the Short Term Incentive Scheme for the 2013 Financial Year.**
- 3 **Employees on Grade 1 to 7 are eligible to participate in the STIS subject to nomination by their responsible Executive Director and acceptance thereof by the CEO (in the case of employees on Grade 3 to 7) or Remco (in the case of employees on Grade 2 to 0). Approved STIS participants will be classified into categories by the relevant Executive Director and CEO, or Remco in the case of the Executive Directors. The participant's grade and personal performance will be utilised as a guideline to determine the applicable category.**
- 4 **The calculation of the bonus amount paid to you will be based on your category as well as personal and financial performance during the applicable Financial Year.**
- 5 **Maximum incentive percentage represents the maximum percentage of your qualifying Total Cost-to-Company(TCTC), which may be paid as a bonus.**
- 6 **Personal component represents the portion of the bonus that will be adjusted by your performance assessment. This is the weighting applied to personal performance.**
- 7 **Performance assessment represents the assessment of your performance for the Financial Year as per (2) above and is based on the Company's performance management system and a process of moderation in this regard. A personal performance assessment below 70% will result in no bonus at all, regardless of financial performance.**
- 8 **Financial component represents the portion of the bonus that will be adjusted by the financial factor. This is the weighting applied to the financial performance.**

The factors set for this year are:

Category	Financial Factor
Threshold	0%
On-target	50%
Stretch	100%

Both the financial factor and the performance assessment are subject to final determination after the end of the financial year based on actual results and achievements.

Consequences of termination and further conditions

- 11 You are referred to the Ground Rules for the STIS with reference to termination of employment, maternity leave, sick and unpaid leave, death in service, retirement or any other circumstances during the relevant Financial Year and occurring prior to the STI bonus payment date.

Your Calculation Parameters

Make a selection

Category 4

Maximum Incentive % (based on your Category)	40.00%	Represents the max. % of your qualifying Total Cost-to-Company(TCTC), which may be paid as a bonus.
Personal Component (based on your Category)	50.00%	
Financial Component (based on your Category)	50.00%	

Answer the following questions pertaining to your employment status during the relevant Financial Year

	Yes/No (Select)	Duration of leave?	Annual TCTC* (complete)	Pro-rata value of leave
Were you on maternity leave during the Financial Year?	No	Months		R 0.00
Were you on unpaid leave (> 15 days) during the Financial Year?	Yes	Days	20	R 53 837.87
Were you on sick leave (> 10 days) during the Financial Year?	No	Days		R 0.00

*Annual TCTC required to calculate the pro-rata value of the leave duration

Complete your Total Cost to Company (TCTC) values for the 2013 Financial year

Did your TCTC change during the Financial Year? Select Yes

Complete your annual TCTC and indicate for how many month(s) of the Financial Year you received the corresponding ANNUAL TCTC value(s)

Number of months	Annual TCTC (complete)	TCTC pro-rated
Select <input type="text" value="7"/>	R 700 000.00	R 408 333.33
Select <input type="text" value="5"/>	R 750 000.00	R 312 500.00
Select <input type="text" value=""/>	R 0.00	R 0.00
<input type="text" value="12"/>	DO NOT EXCEED 12 MONTHS	R 720 833.33

Less:	Pro-rata value of leave
Maternity leave	R 0.00
Unpaid leave	R 53 837.87
Sick leave	R 0.00
	-R 53 837.87

Calculated qualifying TCTC for the Financial Year R 666 995.46

Complete the information pertaining to the DIVISION(S) or LINE MANAGER(S) that you worked for during the Financial Year

How many divisions or line managers did you work for during the Financial Year? Select

Complete the number of month(s) of the Financial Year that you worked for the division(s) or line managers and indicate your Assumed Personal Assessment Percentage per division

Division	Number of month(s) in the division	Assumed Personal Assessment % (complete)	**Assumed Personal Performance Score	** Pro-rated per number of months and per division
Division 1	Select <input type="text" value="7"/>	80.00%	9.33%	
Division 2	Select <input type="text" value="5"/>	85.00%	7.08%	
Division 3	Select <input type="text" value=""/>		0.00%	
	<input type="text" value="12"/>		16.42%	

Complete the ASSUMED Company Financial Performance

Assumed Company Financial Factor	Complete <input type="text" value="100.00%"/>
Assumed Company Financial Performance Score	<input type="text" value="20.0%"/>

CALCULATION OF ESTIMATED SHORT-TERM INCENTIVE BONUS (Based on specific input criteria)

Qualifying ANNUAL Total Cost to Company (TCTC)	Qualifying TCTC refers to employee's actual TCTC in the relevant Financial Year subject to rule 13 of the Ground Rules of the STIS	R 666 995.46
Assumed Personal Performance Score		16.42%
Assumed Company Financial Performance Score		20.00%
Estimated STIS bonus percentage calculated (Assumed Personal % + Financial Performance %)		36.42%
Estimated calculated STIS bonus		R 242 897.51

Disclaimer

This STIS estimation bonus calculation tool has been made available for your convenience and provides results based on your specific input and assumptions made on your assumed personal performance and assumed company financial performance. The estimated STIS bonus amount disclosed in the calculation is based on specific input information. If the input information on which the computations are based are not correct, the calculation will be incorrect. The principles used to compute the estimated STIS bonus are, however, confirmed and accurate.

The STIS calculator is only an estimation tool and should not be used for any other purpose than the intended purpose of calculating an estimated STIS bonus pay-out that is based on the current and prevailing STIS Ground Rules for the applicable and current Financial Year. Any reliance upon any information provided by this calculation tool shall be at the sole risk of the employee. By making use of this estimation calculator tool you accept we give no warranty, expressed or implied, as to the accuracy, reliability and completeness of any information, formulae or calculations provided through the use of the calculator, and does not accept any liability for loss or damage of whatsoever nature, including but not limited to direct, indirect or consequential loss, which may be attributable to the reliance on, and use of the STIS estimation bonus calculation tool.