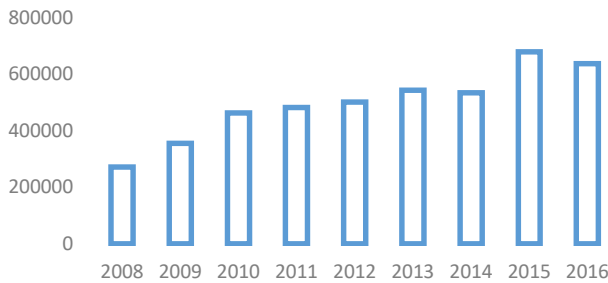
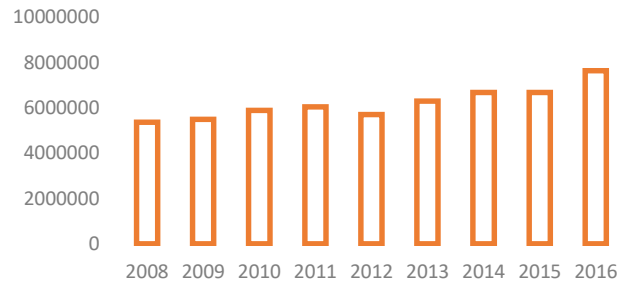


FACT SHEET: Director Remuneration – Construction Sector

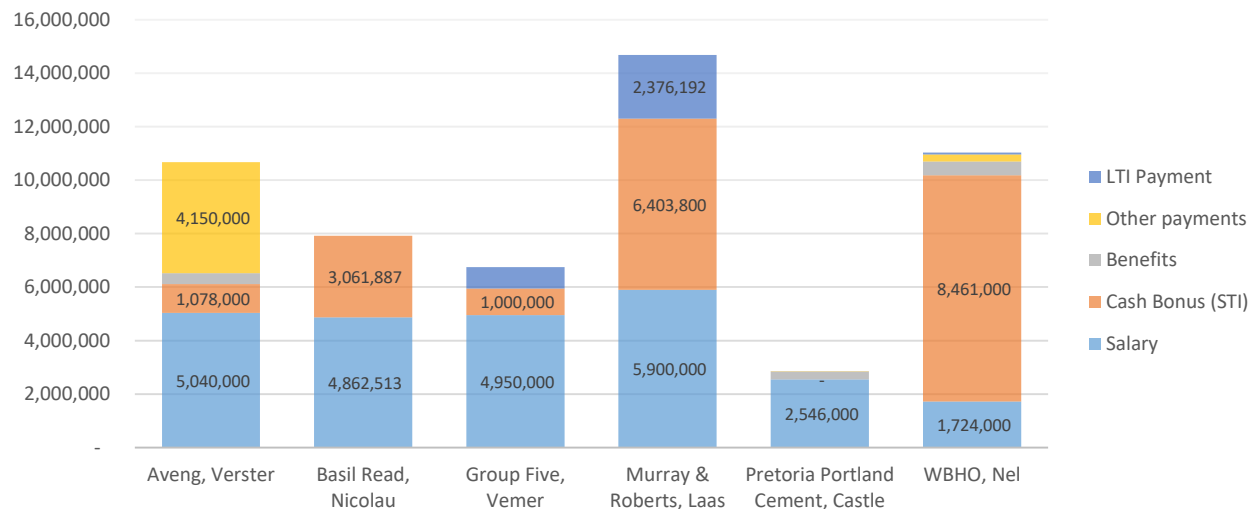
Average Non-Executive Remuneration (ZAR):
Excl LTI



Average Executive Remuneration (ZAR): Excl
LTI



CONSTRUCTION SECTOR CEO REMUNERATION (ZAR) 2016



Construction sector Non-Executive Directors: **-6%** average decrease in year-on-year remuneration growth rate between 2015 and 2016.

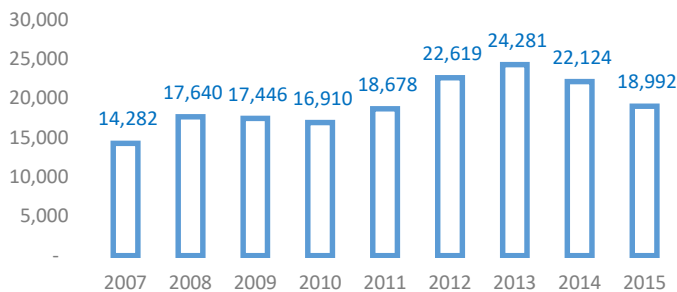
Construction sector Executive Directors: **14%** average increase in year-on-year remuneration growth rate between 2015 and 2016.

All the CEO's reviewed as part of the construction sector served a full year in their positions. It can be seen that STI played a more apparent role than LTI's in the sector. The **WBHO CEO, Louwtjie Nel** received an **R 8 461 000** STI in 2016. The highest overall remuneration was rewarded to the **Murray and Roberts CEO, Henry Laas** and amounts to **R 14,679,992**.

FACT SHEET: Revenue and Profit - Construction Sector

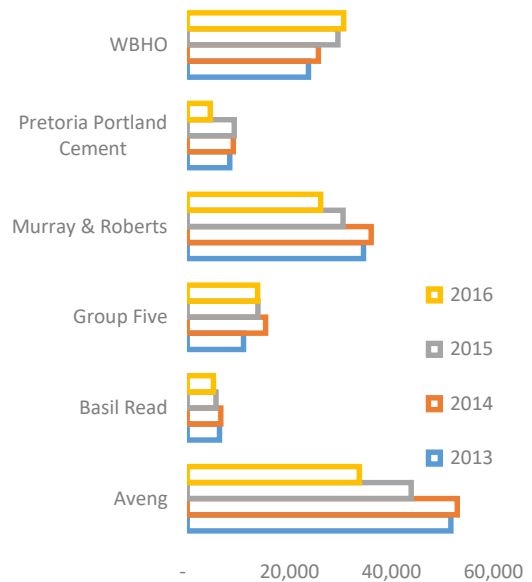
REVENUE:

Average Revenue 2008 - 2016 (R'mill): Construction



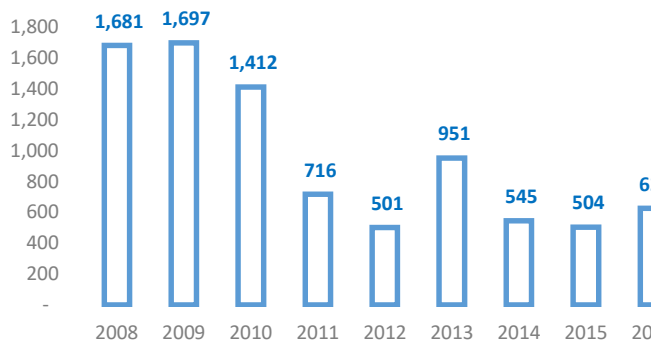
Average revenue within the construction sector has decreased slightly since 2013. In the 2015/16 period, a -14% decrease in annual growth rate took place. While all the companies are still operating with positive revenue, WBHO is the only company that has seen a steady increase since 2016.

MNC Revenue 2013 - 2016 (R'mill): Construction



PROFIT BEFORE TAX:

Average PBT 2008 - 2016 (R'mill): Construction



While PBT in the construction sector has seen a steady decrease since 2009, 2016 experienced a 24% average increase. This increase in PBT can be explained by the growth in profit within WBHO, Murray & Roberts, Group Five and Aveng.

MNC PBT 2013 - 2016 (R'mill): Construction

