

## HUMAN RESOURCE AND REMUNERATION COMMITTEE

Human Resources and Remuneration Committee Members	
Mr Sindile Faku	Chairperson
Ms Wendy Machanik	Committee Members
Ms Tryphina Dube	Committee Members

### Terms of Reference

The main functions of the Human Resources and Remuneration Committee are:

- Receive and consider management reports on all aspects of human resource management within the Board and concerning the EAAB;
- Consider all human resource policies and make appropriate recommendations thereon to the Board;
- Make recommendations to the Board on all remuneration issues affecting the EAAB. The Committee shall to this end;
- Monitor a formal and transparent procedure for developing a policy on executive remuneration;
- Ensure that the level of remuneration shall be sufficient to attract and retain the quality and calibre of executive management needed effectively and efficiently to run the Board, while the remuneration should be so structured as to link corporate and individual performance;
- Ensure that the annual report contains a statement of the Board's remuneration policy as well as details of the remuneration and benefits received by each executive manager.