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Mr B Molefe
UN: 06102515

Dear Brian

EARLY RETIREMENT

Your letter dated 11 November 2016 is hereby acknowledged and it is confirmed that your last day in service will be 31 December 2016.

In terms of the rules of the Eskom Pension and Provident Fund (EPPF) and Board resolution, your early retirement is approved.

The following payments are due to you:

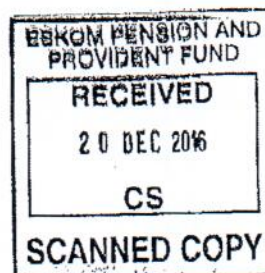
- Salary up to 31 December 2016 (also refer "Suspense Account" below).
- Accrued leave pay.
- Short Term Bonus calculated on your Pensionable Earnings (nine months proportional bonus based on a 50% on-target performance).
- Payments in terms of the LTI Scheme. Currently, there are two grants outstanding according to the letter dated November 2016, namely:
 - o Grant 11 that was awarded in April 2015 and vests in March 2018
 - o Grant 12 that was awarded in April 2016 and vests in March 2019

In terms of the rules of the scheme, the LTI payments will be made as soon as possible after the two vesting dates. Both grants will vest at 50%.

1. Pension Fund

Your early retirement has been approved in terms of EPPF rule 28 and 21.4, which means that penalties will be waived and that potential service to age 63 is granted.

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2. Suspense Account

To make provision for any other unforeseen costs after your retirement date, an amount of R15,000.00 will be retained in a suspense account for this purpose. Costs incurred after resignation normally relate to taxable expenses associated with the Bank Fleet card and security services.

3. Occupational Diseases

Any claims against Eskom for occupational diseases is subject to an Eskom exit medical examination report issued by your nearest Eskom medical centre. Otherwise, no claims will be considered.

4. Certificate of Service

A certificate of service covering the period of your employment with Eskom will be handed to you on 31 December 2016.

5. Eskom Property

Any other Eskom equipment in your possession, including the following should be returned to Executive Support (Megawatt Park, C3 U41) on 31 December 2016.

- Eskom security permit
- Bankfin petrol card and e-tag
- Samsung Slate
- 3G card

Eskom has copyright on all documents, records and any other material which you may have prepared or have come into possession since your employment starting date with Eskom. It is necessary that this should remain in Eskom's possession.

6. Tax Certificate

An IRP5 tax certificate in respect of the 2016 / 2017 tax year will be issued.

I wish you every success for the future.

Yours sincerely

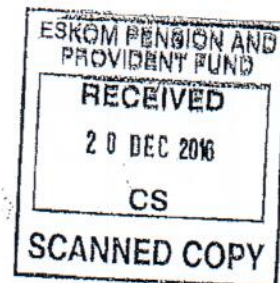


Dr Baldwin Ngubane

CHAIRMAN

Date:

24/11/16



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