

ADDENDUM TO:

**WAGE SETTLEMENT AGREEMENT IN RESPECT OF TERMS AND CONDITIONS OF
EMPLOYMENT FOR THE FINANCIAL YEAR
1 APRIL 2010 TO 31 MARCH 2011**

between

**TRANSNET LIMITED
("TRANSNET")**

AND

**UNITED TRANSPORT AND
ALLIED TRADE UNION
("UTATU")**

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[Handwritten signatures and initials: "SM", "K.M.", "S.N.", and two crossed-out dollar signs "\$"]

1 PARTIES TO THE ADDENDUM OF THE AGREEMENT

The parties to this agreement are:

- 1.1 Transnet Limited ("Transnet") having its head office at the Carlton Centre, 150 Commissioner Street, Johannesburg, and including its Operating Divisions: the Corporate Centre (including Transnet Capital Projects, Transnet Properties, Transnet Foundation and Transnet Fuel Solutions); Transnet National Ports Authority; Transnet Pipelines; Transnet Port Terminals; Transnet Freight Rail and Transnet Rail Engineering; and
- 1.2 United Transport and Allied Trade Union ("UTATU").

2 EX-GRATIA PAYMENT

- 2.1 Transnet undertakes to pay all bargaining unit employees and fixed term contractors in Transnet Capital Projects (TCP) who are paid through the HR Focus, an ex-gratia once off amount, equal to 1% of annual basic salary as at 31 March 2010.
- 2.2 Payment will be made in the June payroll to be paid on the 27 June 2010.

3 DISPUTE RESOLUTION

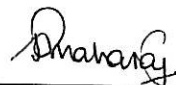
- 3.1 This addendum forms part of the agreement and settles all demands and counter demands, including the dispute that gave rise to the present industrial action, whether agreed to or not, made by the parties during the wage negotiations for the year 1 April 2010 to 31 March 2011 and constitutes the entire agreement between the parties. This addendum may only be altered or varied in writing.
- 3.2 Any dispute regarding the interpretation or application of this agreement will be referred to the Transnet Bargaining Council.

A large, stylized handwritten signature, possibly reading "B", is written in the right margin.A cluster of handwritten signatures and initials is located in the bottom right corner. It includes a signature that appears to be "K.A.A.", the initials "S.N.", and several other illegible marks and signatures.

SIGNED AND DATED AT JOHANNESBURG on this 26th day of May 2010.

WITNESSES:

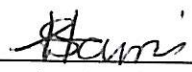
1. 
2. 


For and on behalf of **TRANSNET LIMITED**

SIGNED AND DATED AT JOHANNESBURG on this 27 day of May 2010.

WITNESSES

3. 
4. 


For and on behalf of the **UTATU**