

## Company Directors Report

### CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Booyesen	Stefanes F (Steve)	Male	Yes	Yes
2008	Booyesen	Stefanes F (Steve)	Male	Yes	Yes
2009	Booyesen	Stefanes F (Steve)	Male	No	No
2009	Ramos	Maria	Female	No	No
2010	Ramos	Maria	Female	Yes	Yes
2011	Ramos	Maria	Female	Yes	Yes
2012	Ramos	Maria	Female	Yes	Yes

### CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	752,570	66,393	1,382,979	0	2,201,941	0	2,201,941
2008	688,848	55,130	1,451,028	0	2,195,005	543,857	2,738,862
2009	678,531	52,656	339,845	0	1,071,032	1,853,384	2,924,416
2010	862,265	82,252	655,336	0	1,599,853	0	1,599,853
2011	840,754	81,309	0	0	922,063	583,846	1,505,909
2012	739,707	12,133	0	60,072	811,912	1,219,512	2,031,425

### Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	4	1,713,087	5,437,957	428,272	1,359,489
2008	4	1,761,618	5,444,257	440,405	1,361,064
2009	5	1,663,579	3,237,996	332,716	647,599
2010	4	1,836,452	5,130,583	459,113	1,282,646
2011	3	1,808,569	3,200,309	602,856	1,066,770
2012	3	1,588,128	2,501,903	529,376	833,968

**Non-Executive Director Remuneration - USD:**

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	22	1,609,532	73,161
2008	21	1,537,737	73,226
2009	17	1,516,694	89,217
2010	17	1,963,012	115,471
2011	18	2,044,091	113,561
2012	15	1,840,780	122,719
2021	4	505,458	126,364
2022	2	294,095	147,048
2023	2	164,868	82,434

**CEO Remuneration - ZAR:**

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	5,305,617	468,068	9,750,000	0	15,523,685	0	15,523,685
2008	5,696,770	455,921	12,000,000	0	18,152,691	4,497,700	22,650,391
2009	5,823,150	451,898	2,916,550	0	9,191,598	15,905,738	25,097,336
2010	5,986,703	571,076	4,550,000	0	11,107,779	0	11,107,779
2011	6,070,244	587,049	0	0	6,657,293	4,215,368	10,872,661
2012	6,065,600	99,488	0	492,593	6,657,681	10,000,000	16,657,681

**Executive Director Remuneration - ZAR:**

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	4	12,077,263	38,337,599	3,019,316	9,584,400
2008	4	14,568,582	45,024,003	3,642,146	11,256,001
2009	5	14,276,838	27,788,480	2,855,368	5,557,696
2010	4	12,750,484	35,621,638	3,187,621	8,905,410
2011	3	13,057,869	23,106,230	4,352,623	7,702,077
2012	3	13,022,649	20,515,607	4,340,883	6,838,536