

Company Directors Report

CEO Biography - USD:

| Year End: | Director Surname: | Director Name: | Director Gender: | Full Year on Board?: | Full year in position?: |
|-----------|-------------------|----------------|------------------|----------------------|-------------------------|
| 2011 | Hennequin | Denis | Male | Yes | Yes |
| 2012 | Hennequin | Denis | Male | Yes | Yes |

CEO Remuneration - USD:

| Financial Year: | Salary: | Benefits: | Cash Bonus: | Other: | Total Annual: | LTI Payment: | Total Including LTI: |
|-----------------|-----------|-----------|-------------|--------|---------------|--------------|----------------------|
| 2011 | 1,044,568 | 21,281 | 21,065,460 | 0 | 22,131,309 | 0 | 22,131,309 |
| 2012 | 1,071,080 | 31,076 | 1,233,676 | 0 | 2,335,832 | 0 | 2,335,832 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salary: | Cash Bonus: | Other: | Total Annual: |
|-----------------|-------------|---------------|-------------|---------|---------------|
| 2011 | 2 | 1,902,425 | 24,098,549 | 951,212 | 12,049,274 |
| 2012 | 2 | 1,868,346 | 3,618,157 | 934,173 | 1,809,078 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Fees: | Average Fees: |
|-----------------|--------------|-------------|---------------|
| 2011 | 10 | 712,813 | 71,281 |
| 2012 | 10 | 672,138 | 67,214 |

CEO Remuneration - ZAR:

| Financial Year: | Salary: | Benefits: | Cash Bonus: | Other: | Total Annual: | LTI Payment: | Total Including LTI: |
|-----------------|-----------|-----------|-------------|--------|---------------|--------------|----------------------|
| 2011 | 5,575,576 | 151,316 | 150,775,576 | 0 | 156,502,468 | 0 | 156,502,468 |
| 2012 | 5,611,136 | 211,076 | 12,336,676 | 0 | 16,158,888 | 0 | 16,158,888 |

| | | | | | | | |
|------|-----------|---------|-------------|---|-------------|---|-------------|
| 2011 | 7,575,758 | 154,343 | 152,777,778 | 0 | 160,507,879 | 0 | 160,507,879 |
| 2012 | 8,864,894 | 257,202 | 10,210,638 | 0 | 19,332,734 | 0 | 19,332,734 |

Executive Director Remuneration - ZAR:

| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration | Average Salary | Average Remuneration |
|-----------------|-------------|---------------|---------------------------|----------------|----------------------|
| 2011 | 2 | 13,797,384 | 174,775,333 | 6,898,692 | 87,387,667 |
| 2012 | 2 | 15,463,543 | 29,946,021 | 7,731,771 | 14,973,011 |