

Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Kirkinis	Leonidas	Male	Yes	Yes
2009	Kirkinis	Leonidas	Male	Yes	Yes
2010	Kirkinis	Leonidas	Male	Yes	Yes
2011	Kirkinis	Leonidas	Male	Yes	Yes
2012	Kirkinis	Leonidas	Male	Yes	Yes
2013	Kirkinis	Leonidas	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	245,586	19,105	302,297	0	566,989	0	566,989
2009	232,813	22,256	174,784	0	429,853	0	429,853
2010	277,503	31,352	0	0	308,855	0	308,855
2011	284,104	31,503	0	0	315,607	0	315,607
2012	244,527	0	27,114	0	271,642	0	271,642
2013	211,398	23,441	0	0	234,839	0	234,839

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	1,390,931	2,545,466	278,186	509,093
2009	6	1,517,362	2,533,559	252,894	422,260
2010	6	1,935,885	2,267,476	322,647	377,913
2011	6	1,911,153	3,140,158	318,526	523,360
2012	5	1,668,905	2,565,174	333,781	513,035
2013	4	1,255,914	1,458,172	313,978	364,543

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	11	375,091	34,099
2009	10	451,643	45,164
2010	7	575,766	82,252
2011	10	610,961	61,096
2012	7	593,159	84,737
2013	8	550,108	68,763

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,031,000	158,000	2,500,000	0	4,689,000	0	4,689,000
2009	1,998,000	191,000	1,500,000	0	3,689,000	0	3,689,000
2010	1,965,000	222,000	0	0	2,187,000	0	2,187,000
2011	1,966,000	218,000	0	0	2,184,000	0	2,184,000
2012	1,966,000	0	218,000	0	2,184,000	0	2,184,000
2013	1,966,000	218,000	0	0	2,184,000	0	2,184,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	11,503,000	21,051,000	2,300,600	4,210,200
2009	6	13,022,000	21,743,000	2,170,333	3,623,833
2010	6	13,708,000	16,056,000	2,284,667	2,676,000
2011	6	13,365,000	21,947,000	2,227,500	3,657,833
2012	5	13,418,000	20,624,000	2,683,600	4,124,800
2013	4	11,680,000	13,561,000	2,920,000	3,390,250