# 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 |