

## Company Directors Report

### CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2013	Ramos	Maria	Female	Yes	Yes
2014	Ramos	Maria	Female	Yes	Yes
2015	Ramos	Maria	Female	Yes	Yes
2016	Ramos	Maria	Female	Yes	Yes
2017	Ramos	Maria	Female	Yes	Yes

### CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus:	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2013	631,235	62,330	916,667	0	1,610,231	0	1,610,231
2014	1,244,591	55,251	406,279	0	1,706,121	1,688,698	3,394,819
2015	1,080,137	56,956	429,467	0	1,566,561	351,545	1,918,106
2016	1,026,313	24,875	436,047	3,267	1,490,502	581,395	2,071,898
2017	1,073,430	20,651	440,205	3,447	1,537,734	330,154	1,867,888

### Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus:	Other:	Total Annual:
2013	2	1,011,429	2,740,556	505,714	1,370,278
2014	2	2,112,883	2,883,809	1,056,441	1,441,904
2015	2	1,817,870	2,558,043	908,935	1,279,021
2016	3	2,075,094	3,163,346	691,698	1,054,449
2017	4	2,963,141	4,496,497	740,785	1,124,124

### Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
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2013	17	1,617,831	95,167
2014	12	1,384,315	115,360
2015	11	1,276,839	116,076
2016	13	1,467,675	112,898
2017	15	1,707,768	113,851

**CEO Remuneration - ZAR:**

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2013	6,059,852	598,368	8,800,000	0	15,458,220	0	15,458,220
2014	13,478,920	598,368	4,400,000	0	18,477,288	18,288,600	36,765,888
2015	13,782,552	726,761	5,480,000	0	19,989,313	4,485,714	24,475,027
2016	14,122,073	342,279	6,000,000	44,960	20,509,312	8,000,000	28,509,312
2017	14,630,855	281,476	6,000,000	46,981	20,959,312	4,500,000	25,459,312

**Executive Director Remuneration - ZAR:**

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2013	2	9,709,715	26,309,341	4,854,858	13,154,671
2014	2	22,882,520	31,231,651	11,441,260	15,615,826
2015	2	23,196,023	32,640,625	11,598,012	16,320,313
2016	3	28,553,295	43,527,645	9,517,765	14,509,215
2017	4	40,387,606	61,287,249	10,096,902	15,321,812