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

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