Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Heyns	Marius	Male	Yes	Yes
2009	Heyns	Marius	Male	Yes	Yes
2010	Heyns	Marius	Male	Yes	Yes
2011	Heyns	Marius	Male	Yes	Yes
2012	Heyns	Marius	Male	Yes	Yes
2013	Heyns	Marius	Male	Yes	Yes
2014	Heyns	Marius	Male	No	No
2014	Hughes	Terence Desmond	Male	No	No
2014	Nicolau	Neville F	Male	No	No
2015	Nicolau	Neville F	Male	Yes	Yes
2016	Nicolau	Neville F	Male	Yes	Yes
2017	Nicolau	Neville F	Male	No	No
2017	Mapasa	Khathutshelo	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	324,782	40,413	1,007,658	0	1,372,853	0	1,372,853
2009	335,284	49,202	1,016,796	0	1,401,282	0	1,401,282
2010	449,459	66,218	1,321,192	0	1,836,870	0	1,836,870
2011	428,725	64,340	1,142,806	0	1,635,871	0	1,635,871
2012	377,635	57,052	0	0	434,686	0	434,686
2013	322,854	49,055	1,137,608	0	1,509,516	0	1,509,516
2014	315,264	41,260	1,138,022	0	1,494,546	0	1,494,546
2015	344,415	48,827	0	0	393,242	0	393,242
2016	353,380	0	222,521	0	575,901	0	575,901
2017	355,410	44,076	0	0	399,486	0	399,486

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	1	324,782	1,372,853	324,782	1,372,853
2009	2	432,767	1,671,576	216,383	835,788
2010	3	1,056,864	2,865,705	352,288	955,235
2011	3	1,049,250	2,763,910	349,750	921,303
2012	3	972,634	1,309,610	324,211	436,537
2013	4	630,297	2,076,593	157,574	519,148
2014	5	410,477	1,604,555	82,095	320,911
2015	3	592,651	671,761	197,550	223,920
2016	3	931,015	1,190,266	310,338	396,755
2017	3	563,129	656,273	187,710	218,758

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	7	263,180	37,597
2009	8	301,154	37,644
2010	7	413,654	59,093
2011	5	347,161	69,432
2012	8	396,057	49,507
2013	8	461,927	57,741
2014	9	430,702	47,856
2015	7	273,041	39,006
2016	8	344,215	43,027
2017	8	437,083	54,635

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,685,945	334,217	8,333,333	0	11,353,495	0	11,353,495
2009	2,877,410	422,251	8,726,142	0	12,025,803	0	12,025,803
2010	3,120,594	459,753	9,173,039	0	12,753,386	0	12,753,386
2011	3,095,395	464,534	8,251,061	0	11,810,990	0	11,810,990
2012	3,096,604	467,824	0	0	3,564,428	0	3,564,428
2013	3,099,397	470,925	10,921,036	0	14,491,358	0	14,491,358
2014	3,414,311	446,847	12,324,775	0	16,185,933	0	16,185,933
2015	4,294,734	622,935	0	0	5,917,769	0	5,917,769

2015	4,394,734	623,035	0	0	5,017,769	0	5,017,769
2016	4,862,513	0	3,061,887	0	7,924,400	0	7,924,400
2017	4,844,241	600,759	0	0	5,445,000	0	5,445,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	1	2,685,945	11,353,495	2,685,945	11,353,495
2009	2	3,714,005	14,345,463	1,857,003	7,172,732
2010	3	7,337,806	19,896,589	2,445,935	6,632,196
2011	3	7,575,585	19,955,427	2,525,195	6,651,809
2012	3	7,975,598	10,738,800	2,658,533	3,579,600
2013	4	6,050,848	19,935,291	1,512,712	4,983,823
2014	5	4,445,462	17,377,331	889,092	3,475,466
2015	3	7,562,224	8,571,666	2,520,741	2,857,222
2016	3	12,810,770	16,378,061	4,270,257	5,459,354
2017	3	7,675,455	8,945,004	2,558,485	2,981,668