

## Company Directors Report

---

### CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Dawson	Brett W	Male	Yes	Yes
2009	Dawson	Brett W	Male	Yes	Yes

### CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	613,785	281,886	1,104,813	0	2,000,484	651,067	2,651,550
2009	655,408	29,838	1,453,832	0	2,139,078	771,673	2,910,752

### Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	2,235,995	5,272,184	447,199	1,054,437
2009	5	2,351,031	6,122,970	470,206	1,224,594

### Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	8	496,484	62,060
2009	8	720,228	90,029

### CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	5 075 000	2 391 000	9 100 000	0	16 566 000	5 201 000	21 767 000
2009	5 554 000	29 838	12 000 000	0	17 583 838	6 000 000	23 583 838

2008	5,076,000	2,331,200	9,136,800	0	16,544,000	5,384,320	21,928,320
2009	5,624,710	256,070	12,476,790	0	18,357,570	6,622,500	24,980,070

**Executive Director Remuneration - ZAR:**

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	18,491,680	43,600,960	3,698,336	8,720,192
2009	5	20,176,550	52,547,330	4,035,310	10,509,466