# 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 | 5,076,000 | 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 |