

# 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            | 5 079 000 | 2 331 000 | 9 100 000  | 0      | 16 510 000    | 5 331 000    | 21 841 000           |
| 2009            | 5 440 000 | 310 000   | 11 788 000 | 0      | 17 538 000    | 6 110 000    | 23 648 000           |

|      |           |           |            |   |            |           |            |
|------|-----------|-----------|------------|---|------------|-----------|------------|
| 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           |