Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2011	Buckles	Nick	Male	Yes	Yes
2012	Buckles	Nick	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2011	1,332,263	311,268	0	0	1,643,531	1,769,459	3,412,990
2012	1,315,372	563,472	0	0	1,878,845	517,184	2,396,029

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2011	3	3,150,764	4,238,209	1,050,255	1,412,736
2012	3	3,122,482	4,477,368	1,040,827	1,492,456

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2011	7	1,151,734	164,533
2012	8	1,224,360	153,045

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI

2011	9,651,163	2,254,884	0	0	11,906,047	12,818,291	24,724,337
2012	10,921,053	4,678,303	0	0	15,599,355	4,293,987	19,893,342

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2011	3	22,824,721	30,702,372	7,608,240	10,234,124
2012	3	25,924,816	37,173,934	8,641,605	12,391,311