Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	MacLeod	Don	Male	Yes	Yes
2008	MacLeod	Don	Male	Yes	Yes
2009	MacLeod	Don	Male	Yes	Yes
2010	Clark	Graham	Male	Yes	Yes
2011	Clark	Graham	Male	Yes	Yes
2012	Clark	Graham	Male	Yes	Yes
2013	Clark	Graham	Male	Yes	Yes
2014	Clark	Graham	Male	Yes	Yes
2014	Dalgleish	Gavin B	Male	Yes	No
2016	Dalgleish	Gavin B	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	409,504	119,291	517,305	0	1,046,099	2,520,567	3,566,667
2008	409,069	97,823	388,634	0	895,526	0	895,526
2009	453,274	72,710	496,271	0	1,022,256	203,566	1,225,821
2010	408,719	66,757	63,351	0	538,828	0	538,828
2011	530,439	94,323	110,312	0	735,074	819,129	1,554,203
2012	561,202	108,655	499,461	0	1,169,318	0	1,169,318
2013	548,588	125,882	562,353	0	1,236,824	0	1,236,824
2014	604,851	180,792	112,871	0	898,515	0	898,515
2016	368,024	44,807	147,183	26,273	586,286	0	586,286

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	7	1,286,383	3,304,823	183,769	472,118
2008	5	1,225,272	2,684,281	245,054	536,856
2009	5	1,330,459	3,022,023	266,092	604,405

2009	5	1,330,459	3,022,023	266,092 604,405
2010	5	1,352,075	1,817,320	270,415 363,464
2011	5	1,525,011	2,328,004	305,002 465,601
2012	6	1,569,561	3,915,745	261,593 652,624
2013	4	1,338,353	3,057,294	334,588 764,324
2014	5	1,263,564	1,994,356	252,713 398,871
2015	4	1,231,917	1,864,557	307,979 466,139
2016	4	1,028,513	1,649,559	257,128 412,390

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
0	1	0	0
2007	8	388,652	48,582
2008	7	349,456	49,922
2009	9	405,733	45,081
2010	10	692,713	69,271
2011	10	769,840	76,984
2012	8	653,950	81,744
2013	7	585,294	83,613
2014	7	507,723	72,532
2015	7	493,671	70,524
2016	9	369,654	41,073

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	2,887,000	841,000	3,647,000	0	7,375,000	17,770,000	25,145,000
2008	3,383,000	809,000	3,214,000	0	7,406,000	0	7,406,000
2009	3,890,000	624,000	4,259,000	0	8,773,000	1,747,000	10,520,000
2010	3,000,000	490,000	465,000	0	3,955,000	0	3,955,000
2011	3,616,000	643,000	752,000	0	5,011,000	5,584,000	10,595,000
2012	4,163,000	806,000	3,705,000	0	8,674,000	0	8,674,000
2013	4,663,000	1,070,000	4,780,000	0	10,513,000	0	10,513,000
2014	6,109,000	1,826,000	1,140,000	0	9,075,000	0	9,075,000
2016	5,421,000	660,000	2,168,000	387,000	8,636,000	0	8,636,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	7	9,069,000	23,299,000	1,295,571	3,328,429
2008	5	10,133,000	22,199,000	2,026,600	4,439,800
2009	5	11,418,000	25,935,000	2,283,600	5,187,000
2010	5	9,978,000	13,412,000	1,995,600	2,682,400
2011	5	10,396,000	15,870,000	2,079,200	3,174,000
2012	6	11,643,000	29,047,000	1,940,500	4,841,167
2013	4	11,376,000	25,987,000	2,844,000	6,496,750
2014	5	12,762,000	20,143,000	2,552,400	4,028,600
2015	4	13,625,000	20,622,000	3,406,250	5,155,500
2016	4	15,150,000	24,298,000	3,787,500	6,074,500