Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Mills	Brad	Male	Yes	Yes
2008	Mills	Brad	Male	Yes	Yes
2009	Farmer	Ian	Male	Yes	Yes
2010	Farmer	Ian	Male	Yes	Yes
2011	Farmer	Ian	Male	Yes	Yes
2012	Farmer	Ian	Male	Yes	Yes
2013	Farmer	Ian	Male	No	No
2013	Scott	Simon	Male	Yes	No
2013	Magara	Ben	Male	No	No
2014	Magara	Ben	Male	Yes	Yes
2015	Magara	Ben	Male	Yes	Yes
2016	Magara	Ben	Male	Yes	Yes
2017	Magara	Ben	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	1,224,490	780,404	303,584	485,414	2,793,892	0	2,793,892
2008	1,112,184	585,221	689,554	0	2,386,959	1,002,520	3,389,478
2009	899,093	372,119	1,238,888	0	2,510,100	253,378	2,763,478
2010	901,639	614,787	1,490,680	0	3,007,107	50,831	3,057,938
2011	908,360	565,979	455,088	32,998	1,962,426	31,894	1,994,320
2012	913,249	559,315	0	0	1,472,565	0	1,472,565
2013	1,053,106	338,566	1,574,075	562,497	3,528,244	0	3,528,244
2014	766,418	171,206	0	199,003	1,136,627	0	1,136,627
2015	722,109	183,763	0	0	905,872	0	905,872
2016	600,195	155,809	464,260	0	1,220,264	0	1,220,264
2017	616,200	236,397	622,577	0	1,475,175	0	1,475,175

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	3	2,169,780	4,385,286	723,260	1,461,762
2008	3	2,491,787	5,292,949	830,596	1,764,316
2009	2	1,693,957	4,670,045	846,979	2,335,023
2010	2	1,700,984	5,396,730	850,492	2,698,365
2011	3	3,517,034	7,257,024	1,172,345	2,419,008
2012	2	1,447,964	2,339,856	723,982	1,169,928
2013	3	1,053,106	3,528,244	351,035	1,176,081
2014	2	1,321,393	1,829,299	660,697	914,649
2015	3	1,323,027	1,737,623	441,009	579,208
2016	4	1,193,081	2,551,244	298,270	637,811
2017	3	1,091,208	2,404,205	363,736	801,402

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	8	1,260,755	157,594
2008	8	1,331,293	166,412
2009	9	1,226,960	136,329
2010	10	1,214,864	121,486
2011	9	1,385,371	153,930
2012	9	1,437,989	159,777
2013	8	1,580,348	197,544
2014	8	1,142,080	142,760
2015	6	865,533	144,255
2016	6	740,260	123,377
2017	7	567,779	81,111

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	8,571,429	5,462,829	2,125,086	3,397,900	19,557,243	0	19,557,243
2008	9,197,760	4,839,776	5,702,611	0	19,740,147	8,290,837	28,030,984
2009	7,716,017	3,193,525	10,632,134	0	21,541,676	2,174,493	23,716,169
2010	6,790,123	4,629,877	11,226,111	0	22,646,111	382,803	23,028,914

2010	6,790,123	4,629,877	11,226,111	0	22,646,111	382,802	23,028,914
2011	6,277,778	3,911,544	3,145,167	228,056	13,562,544	220,422	13,782,967
2012	7,423,077	4,546,231	0	0	11,969,308	0	11,969,308
2013	9,767,942	3,140,319	14,600,116	5,217,362	32,725,739	0	32,725,739
2014	7,702,500	1,720,617	0	1,999,983	11,423,100	0	11,423,100
2015	9,243,000	2,352,160	0	0	11,595,160	0	11,595,160
2016	7,702,500	1,999,550	5,958,000	0	15,660,050	0	15,660,050
2017	7,702,500	2,954,967	7,782,217	0	18,439,683	0	18,439,683

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	3	15,188,457	30,697,000	5,062,819	10,232,333
2008	3	20,607,080	43,772,685	6,869,027	14,590,895
2009	2	14,537,541	40,078,327	7,268,771	20,039,164
2010	2	12,809,877	40,642,037	6,404,938	20,321,019
2011	3	24,306,611	50,154,100	8,102,204	16,718,033
2012	2	11,769,346	19,018,833	5,884,673	9,509,417
2013	3	9,767,942	32,725,739	3,255,981	10,908,580
2014	2	13,280,000	18,384,450	6,640,000	9,192,225
2015	3	16,934,740	22,241,580	5,644,913	7,413,860
2016	4	15,311,200	32,740,967	3,827,800	8,185,242
2017	3	13,640,100	30,052,567	4,546,700	10,017,522