

Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Mackay	Graham	Male	Yes	Yes
2008	Mackay	Graham	Male	Yes	Yes
2009	Mackay	Graham	Male	Yes	Yes
2010	Mackay	Graham	Male	Yes	Yes
2011	Mackay	Graham	Male	Yes	Yes
2012	Mackay	Graham	Male	Yes	Yes
2013	Mackay	Graham	Male	Yes	Yes
2014	Clark	Alan	Male	Yes	No
2015	Clark	Alan	Male	Yes	Yes
2016	Clark	Alan	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	1,801,631	768,125	2,749,858	0	5,319,614	4,502,151	9,821,765
2008	1,767,424	1,067,481	2,782,827	0	5,617,733	0	5,617,733
2009	1,926,474	804,942	1,555,190	0	4,286,606	6,367,005	10,653,611
2010	1,936,454	759,102	2,672,137	0	5,367,693	3,429,776	8,797,469
2011	1,949,655	765,799	2,903,220	0	5,618,674	9,175,856	14,794,530
2012	1,988,818	773,390	2,694,888	0	5,457,096	0	5,457,096
2013	2,055,556	811,652	2,222,222	0	5,089,430	22,079,995	27,169,425
2014	1,808,333	831,667	1,993,333	0	4,633,333	6,138,333	10,771,667
2015	1,691,045	595,522	1,638,806	0	3,925,373	6,629,851	10,555,224
2016	1,676,724	852,011	2,455,460	0	4,984,195	3,454,023	8,438,218

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	2	2,892,092	8,097,401	1,446,046	4,048,701
2008	2	2,922,077	8,207,470	1,416,520	4,148,720

2006	2	2,033,011	6,291,419	1,410,539	4,146,139
2009	2	3,082,358	6,640,852	1,541,179	3,320,426
2010	2	3,107,349	8,181,673	1,553,675	4,090,836
2011	2	3,119,121	8,566,713	1,559,561	4,283,357
2012	3	2,485,291	6,642,933	828,430	2,214,311
2013	3	4,118,325	9,681,648	1,372,775	3,227,216
2014	2	3,041,667	7,243,333	1,520,833	3,621,667
2015	2	2,828,358	6,235,821	1,414,179	3,117,910
2016	2	2,353,448	6,553,161	1,176,724	3,276,580

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	10	1,507,320	150,732
2008	10	1,472,401	147,240
2009	13	1,724,996	132,692
2010	13	2,015,123	155,009
2011	14	2,161,181	154,370
2012	13	3,827,801	294,446
2013	14	2,171,684	155,120
2014	14	3,251,667	232,262
2015	14	2,634,328	188,166
2016	14	2,626,437	187,603

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	12,701,500	5,415,278	19,386,500	0	37,503,278	31,740,166	69,243,444
2008	14,616,600	8,828,068	23,013,980	0	46,458,648	0	46,458,648
2009	16,533,000	6,908,013	13,346,640	0	36,787,653	54,641,640	91,429,293
2010	14,323,950	5,615,076	19,765,800	0	39,704,826	25,370,054	65,074,880
2011	13,290,800	5,220,452	19,791,250	0	38,302,502	62,551,812	100,854,314
2012	14,821,429	5,763,595	20,083,333	0	40,668,357	0	40,668,357
2013	17,266,667	6,817,880	18,666,667	0	42,751,213	185,471,960	228,223,173
2014	18,083,333	8,316,667	19,933,333	0	46,333,333	61,383,333	107,716,667
2015	18,883,333	6,650,000	18,300,000	0	43,833,333	74,033,333	117,866,667
2016	16,671,429	8,471,429	24,414,286	0	49,557,143	34,342,857	83,900,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	2	20,389,250	57,086,678	10,194,625	28,543,339
2008	2	23,429,550	68,620,150	11,714,775	34,310,075
2009	2	26,452,800	56,991,791	13,226,400	28,495,896
2010	2	22,918,320	60,359,436	11,459,160	30,179,718
2011	2	21,263,050	58,399,284	10,631,525	29,199,642
2012	3	18,521,333	49,505,667	6,173,778	16,501,889
2013	3	34,593,933	81,325,840	11,531,311	27,108,613
2014	2	30,416,667	72,433,333	15,208,333	36,216,667
2015	2	31,583,333	69,633,333	15,791,667	34,816,667
2016	2	23,400,000	65,157,143	11,700,000	32,578,571