

## Company Directors Report

### CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2012	Queen	Stuart	Male	Yes	Yes
2013	Queen	Stuart	Male	Yes	Yes
2014	Queen	Stuart	Male	Yes	Yes
2015	Queen	Stuart	Male	No	No
2015	Govender	TG (Kevin)	Male	Yes	Yes
2016	Govender	TG (Kevin)	Male	Yes	Yes
2017	Govender	TG (Kevin)	Male	Yes	Yes

### CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2012	403,639 0	0	0	403,639	0	403,639	
2013	370,907 0	139,694	0	510,601	265,253	775,854	
2014	331,188 0	0	0	331,188	0	331,188	
2015	483,906 4,521	421,700	45,389	955,515	188,336	1,143,852	
2016	216,090 7,604	35,642	41,208	300,543	101,833	402,376	
2017	251,488 0	125,744	43,527	420,759	143,899	564,658	

### Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2012	3	683,288	746,631	227,763	248,877
2013	3	634,865	895,995	211,622	298,665
2014	4	805,545	880,000	201,386	220,000
2015	6	851,175	1,684,268	141,863	280,711
2016	2	368,432	476,714	184,216	238,357
2017	2	426,786	725,967	213,393	362,984

**Non-Executive Director Remuneration - USD:**

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2012	7	96,631	13,804
2013	6	82,803	13,801
2014	6	67,921	11,320
2015	5	625,678	125,136
2016	4	517,244	129,311
2017	4	576,042	144,010

**CEO Remuneration - ZAR:**

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2012	2,995,000	0	0	0	2,995,000	0	2,995,000
2013	3,149,000	0	1,186,000	0	4,335,000	2,252,000	6,587,000
2014	3,345,000	0	0	0	3,345,000	0	3,345,000
2015	5,352,000	50,000	4,664,000	502,000	10,568,000	2,083,000	12,651,000
2016	3,183,000	112,000	525,000	607,000	4,427,000	1,500,000	5,927,000
2017	3,380,000	0	1,690,000	585,000	5,655,000	1,934,000	7,589,000

**Executive Director Remuneration - ZAR:**

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2012	3	5,070,000	5,540,000	1,690,000	1,846,667
2013	3	5,390,000	7,607,000	1,796,667	2,535,667
2014	4	8,136,000	8,888,000	2,034,000	2,222,000
2015	6	9,414,000	18,628,000	1,569,000	3,104,667
2016	2	5,427,000	7,022,000	2,713,500	3,511,000
2017	2	5,736,000	9,757,000	2,868,000	4,878,500