

Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Ngqula	Khaya	Male	Yes	Yes
2008	Ngqula	Khaya	Male	Yes	Yes
2009	Ngqula	Khaya	Male	No	No
2009	Smyth	Chris	Male	No	No
2010	Smyth	Chris	Male	Yes	Yes
2011	Mzimela	Sizakele P	Male	Yes	Yes
2012	Mzimela	Sizakele P	Male	Yes	Yes
2013	Mzimela	Sizakele P	Male	No	No
2013	Bezuidenhout	Nico	Male	No	No
2014	Bezuidenhout	Nico	Male	No	No
2014	KALAWE	MONWABISI	Male	No	No
2015	KALAWE	MONWABISI	Male	Yes	Yes
2016	KALAWE	MONWABISI	Male	No	No
2016	Mpshe	ME	Female	No	No
2016	Malola-Phiri	A	Male	No	No
2016	Zwane	M	Male	No	No
2017	Zwane	M	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	506,383	0	202,837	0	709,220	0	709,220
2008	452,600	175,212	0	83,192	711,004	0	711,004
2009	471,102	128,408	0	92,752	692,263	0	692,263
2010	271,867	110,045	67,595	0	449,507	0	449,507
2011	523,120	47,911	0	0	571,031	0	571,031
2012	540,431	50,135	34,636	0	625,202	0	625,202
2013	271,529	34,706	0	284,471	590,706	0	590,706
2014	386,139	0	0	0	386,139	0	386,139
2015	309,517	0	0	0	309,517	0	309,517
2016	239,036	17,855	0	200,339	457,230	0	457,230
2017	45,464	0	0	0	45,464	0	45,464

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Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	3	863,830	1,093,050	287,943	364,350
2008	3	625,998	970,979	208,666	323,660
2009	3	694,943	1,094,267	231,648	364,756
2010	2	578,883	1,016,223	289,442	508,111
2011	2	839,415	1,154,875	419,708	577,437
2012	2	896,092	1,034,771	448,046	517,385
2013	3	656,353	975,529	218,784	325,176
2014	3	729,109	729,109	243,036	243,036
2015	2	558,396	558,396	279,198	279,198
2016	15	1,503,259	2,271,623	100,217	151,442
2017	12	1,727,753	2,059,077	143,979	171,590

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	14	384,397	27,457
2008	9	377,509	41,945
2009	9	362,386	40,265
2010	21	526,700	25,081
2011	14	911,560	65,111
2012	13	869,811	66,909
2013	21	1,815,765	86,465
2014	10	443,465	44,347
2015	11	216,247	19,659
2016	9	258,995	28,777
2017	17	387,574	22,798

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
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2007	3,570,000	0	1,430,000	0	5,000,000	0	5,000,000
2008	3,743,000	1,449,000	0	688,000	5,880,000	0	5,880,000
2009	4,043,000	1,102,000	0	796,000	5,941,000	0	5,941,000
2010	2,011,000	814,000	500,000	0	3,325,000	0	3,325,000
2011	3,756,000	344,000	0	0	4,100,000	0	4,100,000
2012	4,010,000	372,000	257,000	0	4,639,000	0	4,639,000
2013	2,308,000	295,000	0	2,418,000	5,021,000	0	5,021,000
2014	3,900,000	0	0	0	3,900,000	0	3,900,000
2015	4,553,000	0	0	0	4,553,000	0	4,553,000
2016	3,521,000	263,000	0	2,951,000	6,735,000	0	6,735,000
2017	611,000	0	0	0	611,000	0	611,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	3	6,090,000	7,706,000	2,030,000	2,568,667
2008	3	5,177,000	8,030,000	1,725,667	2,676,667
2009	3	5,964,000	9,391,000	1,988,000	3,130,333
2010	2	4,282,000	7,517,000	2,141,000	3,758,500
2011	2	6,027,000	8,292,000	3,013,500	4,146,000
2012	2	6,649,000	7,678,000	3,324,500	3,839,000
2013	3	5,579,000	8,292,000	1,859,667	2,764,000
2014	3	7,364,000	7,364,000	2,454,667	2,454,667
2015	2	8,214,000	8,214,000	4,107,000	4,107,000
2016	15	22,143,000	33,461,000	1,476,200	2,230,733
2017	12	23,221,000	27,674,000	1,935,083	2,306,167