

## Company Directors Report

### CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Jooste	Markus J	Male	Yes	Yes
2009	Jooste	Markus J	Male	Yes	Yes
2010	Jooste	Markus J	Male	Yes	Yes
2011	Jooste	Markus J	Male	Yes	Yes
2012	Jooste	Markus J	Male	Yes	Yes
2013	Jooste	Markus J	Male	Yes	Yes
2014	Jooste	Markus J	Male	Yes	Yes
2015	Jooste	Markus J	Male	Yes	Yes
2016	Jooste	Markus J	Male	Yes	Yes

### CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	1,359,129	86,820	0	0	1,445,949	3,131,189	4,577,138
2009	1,655,675	107,667	0	0	1,763,342	1,751,499	3,514,841
2010	1,779,505	136,357	0	0	1,915,863	0	1,915,863
2011	1,760,172	186,533	732,665	0	2,679,370	0	2,679,370
2012	1,751,876	209,161	2,612,903	0	4,573,941	0	4,573,941
2013	2,185,909	93,750	852,273	0	3,131,932	0	3,131,932
2014	2,444,552	79,556	1,090,260	0	3,614,368	4,901,736	8,516,104
2015	2,586,189	72,115	2,227,098	1,633,304	6,518,706	6,092,483	12,611,189
2016	3,093,258	1,002,247	2,224,719	0	6,320,225	0	6,320,225

### Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	6	4,561,209	5,656,856	760,202	942,809
2009	7	4,036,588	4,720,228	576,655	674,318
2010	6	4,666,583	5,911,524	777,764	985,254
2011	6	4,670,284	6,805,716	584,022	861,065

2011	6	4,079,004	6,090,110	504,920	661,900
2012	7	5,297,443	14,765,050	756,778	2,109,293
2013	7	6,165,227	9,254,659	880,747	1,322,094
2014	7	7,174,067	10,505,407	1,024,867	1,500,772
2015	6	6,054,914	15,514,248	1,009,152	2,585,708
2016	3	5,852,809	12,207,865	1,950,936	4,069,288

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

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	6	551,511	91,919
2009	8	1,070,030	133,754
2010	9	1,189,509	132,168
2011	8	1,282,092	160,261
2012	10	1,493,935	149,394
2013	11	1,560,682	141,880
2014	12	1,570,010	130,834
2015	10	2,697,465	269,747
2016	14	3,737,079	266,934

**CEO Remuneration - ZAR:**

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	11,240,000	718,000	0	0	11,958,000	25,894,933	37,852,933
2009	14,209,000	924,000	0	0	15,133,000	15,031,365	30,164,365
2010	12,789,305	980,000	0	0	13,769,305	0	13,769,305
2011	12,286,000	1,302,000	5,114,000	0	18,702,000	0	18,702,000
2012	13,577,040	1,621,000	20,250,000	0	35,448,040	0	35,448,040
2013	19,236,000	825,000	7,500,000	0	27,561,000	0	27,561,000
2014	25,350,000	825,000	11,306,000	0	37,481,000	50,831,000	88,312,000
2015	29,586,000	825,000	25,478,000	18,685,000	74,574,000	69,698,000	144,272,000
2016	45,883,333	14,866,667	33,000,000	0	93,750,000	0	93,750,000

**Executive Director Remuneration - ZAR:**

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	6	37,721,202	46,782,202	6,286,867	7,797,034
2009	7	34,642,000	40,509,000	4,948,857	5,787,000
2010	6	33,538,732	42,486,120	5,589,789	7,081,020
2011	8	32,662,100	48,132,100	4,082,763	6,016,513
2012	7	41,055,180	114,429,140	5,865,026	16,347,020
2013	7	54,254,000	81,441,000	7,750,571	11,634,429
2014	7	74,395,070	108,941,070	10,627,867	15,563,010
2015	6	69,268,218	177,483,000	11,544,703	29,580,500
2016	3	86,816,667	181,083,333	28,938,889	60,361,111