Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Davis	Michael (Mick)	Male	Yes	Yes
2009	Davis	Michael (Mick)	Male	Yes	Yes
2010	Davis	Michael (Mick)	Male	Yes	Yes
2011	Davis	Michael (Mick)	Male	Yes	Yes
2012	Davis	Michael (Mick)	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	2,315,000	108,111	380,916	0	2,804,027	0	2,804,027
2009	2,051,460	357,298	2,083,293	135,158	4,627,209	0	4,627,209
2010	2,087,100	4,579,334	2,147,027	0	8,813,461	18,155,479	26,968,940
2011	2,293,872	5,186,958	2,257,355	0	9,738,185	1,722,275	11,460,460
2012	2,379,878	182,280	2,271,770	584,639	5,418,567	0	5,418,567

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	3	4,843,472	5,499,735	1,614,491	1,833,245
2009	3	4,437,200	13,650,239	1,479,067	4,550,080
2010	3	4,464,380	16,027,878	1,488,127	5,342,626
2011	3	4,945,218	20,178,851	1,648,406	6,726,284
2012	3	5,055,903	15,394,324	1,685,301	5,131,441

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees

2008	8	1,821,257	227,657
2009	9	1,599,153	177,684
2010	8	1,644,797	205,600
2011	11	2,420,849	220,077
2012	10	2,678,254	267,825

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	18,975,410	886,156	3,122,262	0	22,983,828	0	22,983,828
2009	16,954,215	2,952,876	17,217,298	1,117,008	38,241,397	0	38,241,397
2010	15,346,324	33,671,574	15,786,963	0	64,804,860	133,496,169	198,301,029
2011	16,622,261	37,586,652	16,357,645	0	70,566,558	12,480,254	83,046,812
2012	19,507,197	1,494,098	18,621,066	4,792,123	44,414,484	0	44,414,484

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	3	39,700,590	45,079,795	13,233,530	15,026,598
2009	3	36,671,074	112,811,893	12,223,691	37,603,964
2010	3	32,826,324	117,852,044	10,942,108	39,284,015
2011	3	35,696,693	145,679,263	11,898,898	48,559,754
2012	3	41,441,828	126,182,984	13,813,943	42,060,995