Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Kruger	Tjaart	Male	Yes	Yes
2009	Kruger	Tjaart	Male	Yes	Yes
2010	Kruger	Tjaart	Male	Yes	Yes
2011	Kruger	Tjaart	Male	No	No
2012	Kimber	Brett	Male	No	No
2013	Kimber	Brett	Male	Yes	Yes
2014	Kimber	Brett	Male	Yes	Yes
2015	Kimber	Brett	Male	Yes	Yes
2015	Venter	Schalk	Male	No	No
2016	Venter	Schalk	Male	Yes	Yes
2017	Venter	Schalk	Male	Yes	Yes
2018	Venter	Schalk	Male	No	No
2019	Venter	Schalk	Male	Yes	Yes
2020	Venter	Schalk	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	271,463	129,141	172,793	0	573,398	0	573,398
2009	274,179	127,942	198,439	0	600,559	0	600,559
2010	359,643	253,493	460,032	0	1,073,167	0	1,073,167
2011	242,659	109,972	626,177	0	978,809	0	978,809
2012	400,854	40,610	49,512	34,024	525,000	0	525,000
2013	314,375	139,271	353,646	0	807,292	0	807,292
2014	399,169	25,854	226,962	0	651,985	26,408	678,393
2015	146,473	21,317	25,470	0	193,260	625,862	819,122
2016	227,834	33,140	114,462	75,073	450,509	44,041	494,549
2017	246,442	35,877	154,292	136,977	573,588	32,062	605,649
2018	249,306	36,319	198,542	97,361	581,528	597,431	1,178,958
2019	262,213	148,916	38,182	95,558	544,869	138,383	683,251
2020	240,764	35,065	119,745	82,199	477,774	14,281	492,055

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	426,965	862,031	213,482	431,016
2009	2	431,368	936,262	215,684	468,131
2010	4	817,607	2,131,684	204,402	532,921
2011	3	714,958	2,151,524	238,319	717,175
2012	4	883,659	1,748,659	220,915	437,165
2013	3	708,646	2,071,875	236,215	690,625
2014	2	635,365	1,008,772	317,682	504,386
2015	4	309,326	433,621	77,332	108,405
2016	2	300,509	523,183	150,254	261,592
2017	3	407,997	798,019	135,999	266,006
2018	2	582,156	1,164,171	291,078	582,086
2019	2	590,534	1,081,768	295,267	540,884
2020	3	422,729	700,570	140,910	233,523

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	5	117,050	23,410
2009	5	118,504	23,701
2010	5	207,979	41,596
2011	5	361,080	72,216
2012	6	213,659	35,610
2013	6	224,792	37,465
2014	5	218,467	43,693
2015	5	213,088	42,618
2016	4	176,163	44,041
2017	5	221,130	44,226
2018	5	237,514	47,503
2019	5	220,151	44,030
2020	4	203,822	50,955

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,245,000	1,068,000	1,429,000	0	4,742,000	0	4,742,000
2009	2,353,000	1,098,000	1,703,000	0	5,154,000	0	5,154,000
2010	2,497,000	1,760,000	3,194,000	0	7,451,000	0	7,451,000
2011	1,752,000	794,000	4,521,000	0	7,067,000	0	7,067,000
2012	3,287,000	333,000	406,000	279,000	4,305,000	0	4,305,000
2013	3,018,000	1,337,000	3,395,000	0	7,750,000	0	7,750,000
2014	4,323,000	280,000	2,458,000	0	7,061,000	286,000	7,347,000
2015	1,869,000	272,000	325,000	0	2,466,000	7,986,000	10,452,000
2016	3,135,000	456,000	1,575,000	1,033,000	6,199,000	606,000	6,805,000
2017	3,359,000	489,000	2,103,000	1,867,000	7,818,000	437,000	8,255,000
2018	3,590,000	523,000	2,859,000	1,402,000	8,374,000	8,603,000	16,977,000
2019	3,784,000	2,149,000	551,000	1,379,000	7,863,000	1,997,000	9,860,000
2020	3,591,000	523,000	1,786,000	1,226,000	7,126,000	213,000	7,339,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	3,531,000	7,129,000	1,765,500	3,564,500
2009	2	3,702,000	8,035,000	1,851,000	4,017,500
2010	4	5,722,000	14,899,043	1,430,500	3,724,761
2011	3	5,162,000	15,534,000	1,720,667	5,178,000
2012	4	7,246,000	14,339,000	1,811,500	3,584,750
2013	3	6,803,000	19,890,000	2,267,667	6,630,000
2014	2	6,881,000	10,925,000	3,440,500	5,462,500
2015	4	3,947,000	5,533,000	986,750	1,383,250
2016	2	4,135,000	7,199,000	2,067,500	3,599,500
2017	3	5,561,000	10,877,000	1,853,667	3,625,667
2018	2	8,415,000	16,820,000	4,207,500	8,410,000
2019	2	8,522,000	15,611,000	4,261,000	7,805,500
2020	3	6,305,000	10,449,000	2,101,667	3,483,000