

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 |