Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2012	Cory	Christopher	Male	Yes	Yes
2013	Cory	Christopher	Male	Yes	Yes
2014	Cory	Christopher	Male	Yes	Yes
2015	Cory	Christopher	Male	Yes	Yes
2016	Cory	Christopher	Male	Yes	Yes
2017	Cory	Christopher	Male	No	No
2018	Walters	Charles	Male	No	No
2019	Walters	Charles	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2012	517,108	173,133	1,794,458	0	2,484,699	0	2,484,699
2013	506,818	170,114	1,637,045	0	2,313,977	0	2,313,977
2014	451,205	157,184	1,471,649	0	2,080,039	0	2,080,039
2015	441,084	141,346	1,243,444	0	1,825,874	0	1,825,874
2016	362,169	146,915	705,424	0	1,214,508	0	1,214,508
2017	433,512	117,138	1,054,093	2,201,836	3,806,580	0	3,806,580
2018	420,757	86,536	878,401	99,719	1,485,414	0	1,485,414
2019	434,997	91,737	986,993	103,854	1,617,581	0	1,617,581

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2012	3	1,500,000	5,460,000	500,000	1,820,000
2013	4	1,509,432	5,776,818	377,358	1,444,205
2014	4	1,350,338	5,104,725	337,584	1,276,181
2015	4	1,289,248	4,590,385	322,312	1,147,596
2016	5	1,123,661	3,906,847	224,732	781,369
2017	4	1,179,026	6,099,770	294,759	1,524,943

2017	4	1,179,036	6,099,770	294,759	1,524,943	
2018	5	1,226,928	4,257,784	245,386	851,557	
2019	5	1,356,473	4,686,589	271,295	937,318	

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2012	7	106,145	15,164
2013	5	188,750	37,750
2014	4	115,718	28,930
2015	6	148,427	24,738
2016	5	142,441	28,488
2017	5	158,802	31,760
2018	5	171,839	34,368
2019	5	186,554	37,311

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2012	4,292,000	1,437,000	14,894,000	0	20,623,000	0	20,623,000
2013	4,460,000	1,497,000	14,406,000	0	20,363,000	0	20,363,000
2014	4,679,000	1,630,000	15,261,000	0	21,570,000	0	21,570,000
2015	5,046,000	1,617,000	14,225,000	0	20,888,000	0	20,888,000
2016	5,342,000	2,167,000	10,405,000	0	17,914,000	0	17,914,000
2017	5,666,000	1,531,000	13,777,000	28,778,000	49,752,000	0	49,752,000
2018	6,000,000	1,234,000	12,526,000	1,422,000	21,182,000	0	21,182,000
2019	6,354,000	1,340,000	14,417,000	1,517,000	23,628,000	0	23,628,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2012	3	12,450,000	45,318,000	4,150,000	15,106,000
2013	4	13,283,000	50,836,000	3,320,750	12,709,000
2014	4	14,003,000	52,936,000	3,500,750	13,234,000
2015	4	14,740,000	59,514,000	3,687,250	13,128,500

2015	4	14,749,000	52,514,000	3,687,250	13,128,500
2016	5	16,574,000	57,626,000	3,314,800	11,525,200
2017	4	15,410,000	79,724,000	3,852,500	19,931,000
2018	5	17,496,000	60,716,000	3,499,200	12,143,200
2019	5	19,814,000	68,457,000	3,962,800	13,691,400