Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Bolton	GD	Male	Yes	Yes
2008	Bolton	MJ	Male	Yes	Yes
2009	Bolton	GD	Male	Yes	Yes
2009	Bolton	MJ	Male	Yes	Yes
2010	Bolton	GD	Male	Yes	Yes
2010	Bolton	MJ	Male	Yes	Yes
2011	Bolton	GD	Male	Yes	Yes
2011	Bolton	MJ	Male	Yes	Yes
2012	Bolton	GD	Male	Yes	Yes
2012	Bolton	MJ	Male	Yes	Yes
2013	Bolton	GD	Male	Yes	Yes
2013	Bolton	MJ	Male	Yes	Yes
2014	Bolton	MJ	Male	Yes	Yes
2015	Bolton	MJ	Male	Yes	Yes
2016	Bolton	MJ	Male	Yes	Yes
2017	Bolton	MJ	Male	Yes	Yes
2018	Letsoalo	Lekau	Male	No	No
2018	Bolton	MJ	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	224,547	63,845	18,742	0	307,134	0	307,134
2009	232,580	66,651	19,343	0	318,574	0	318,574
2010	287,140	72,113	23,906	0	383,160	0	383,160
2011	325,485	77,978	27,147	0	430,609	0	430,609
2012	309,091	78,833	25,916	0	413,840	0	413,840
2013	321,548	76,905	26,786	0	425,238	0	425,238
2014	156,369	33,601	13,039	0	203,009	0	203,009
2015	202,922	35,982	16,895	0	255,799	0	255,799
2016	148,580	26,751	12,366	0	187,697	0	187,697

2017	180,322	31,623	15,008	0	226,953	0	226,953
2018	205,986	38,197	15,386	0	259,568	0	259,568

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	224,547	307,134	112,273	153,567
2009	2	232,580	318,574	116,290	159,287
2010	3	361,487	495,337	120,496	165,112
2011	3	415,235	563,019	138,412	187,673
2012	3	418,860	568,792	139,620	189,597
2013	3	427,976	603,095	142,659	201,032
2014	3	343,129	458,375	114,376	152,792
2015	3	350,387	467,941	116,796	155,980
2016	4	239,082	302,337	59,770	75,584
2017	3	298,622	396,554	99,541	132,185
2018	4	335,808	466,320	83,952	116,580

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	4	47,158	11,790
2009	6	98,229	16,371
2010	6	136,740	22,790
2011	6	133,380	22,230
2012	6	126,730	21,122
2013	5	103,690	20,738
2014	5	85,055	17,011
2015	5	75,434	15,087
2016	5	65,931	13,186
2017	5	80,398	16,080
2018	8	125,000	15,625

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	1,857,000	528,000	155,000	0	2,540,000	0	2,540,000
2009	1,996,000	572,000	166,000	0	2,734,000	0	2,734,000
2010	2,186,000	549,000	182,000	0	2,917,000	0	2,917,000
2011	2,350,000	563,000	196,000	0	3,109,000	0	3,109,000
2012	2,278,000	581,000	191,000	0	3,050,000	0	3,050,000
2013	2,701,000	646,000	225,000	0	3,572,000	0	3,572,000
2014	1,559,000	335,000	130,000	0	2,024,000	0	2,024,000
2015	2,222,000	394,000	185,000	0	2,801,000	0	2,801,000
2016	2,355,000	424,000	196,000	0	2,975,000	0	2,975,000
2017	2,355,000	413,000	196,000	0	2,964,000	0	2,964,000
2018	2,691,000	499,000	201,000	0	3,391,000	0	3,391,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	1,857,000	2,540,000	928,500	1,270,000
2009	2	1,996,000	2,734,000	998,000	1,367,000
2010	3	2,752,000	3,771,000	917,333	1,257,000
2011	3	2,998,000	4,065,000	999,333	1,355,000
2012	3	3,087,000	4,192,000	1,029,000	1,397,333
2013	3	3,595,000	5,066,000	1,198,333	1,688,667
2014	3	3,421,000	4,570,000	1,140,333	1,523,333
2015	3	3,854,000	5,147,000	1,284,667	1,715,667
2016	4	3,933,000	4,976,000	983,250	1,244,000
2017	3	3,900,000	5,179,000	1,300,000	1,726,333
2018	4	4,387,000	6,092,000	1,096,750	1,523,000