

## Company Directors Report

### CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2012	Vorster	Johan Hendrik	Male	Yes	Yes
2013	Vorster	Johan Hendrik	Male	Yes	Yes
2014	Vorster	Johan Hendrik	Male	Yes	Yes
2015	Vorster	Johan Hendrik	Male	Yes	Yes
2016	Vorster	Johan Hendrik	Male	Yes	Yes
2017	Vorster	Johan Hendrik	Male	Yes	Yes
2018	Vorster	Johan Hendrik	Male	Yes	Yes

### CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2012	451,355	220,903	289,419	260,645	1,222,323	0	1,222,323
2013	429,318	212,045	165,227	183,523	990,114	965,682	1,955,795
2014	380,424	169,431	138,476	0	688,332	430,473	1,118,804
2015	367,483	225,350	141,171	563,462	1,297,465	4,689,860	5,987,325
2016	372,881	87,593	402,237	95,390	958,102	1,348,610	2,306,712
2017	420,811	48,049	0	21,653	490,513	0	490,513
2018	408,919	59,480	121,278	0	589,677	17,486	607,163

### Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2012	4	1,359,097	3,550,710	339,774	887,677
2013	4	1,303,182	2,910,227	325,795	727,557
2014	3	864,417	1,560,559	288,139	520,186
2015	3	839,773	2,802,972	279,924	934,324
2016	4	964,881	2,092,475	241,220	523,119
2017	2	680,719	795,103	340,360	397,552
2018	3	696,629	965,871	232,210	321,957

**Non-Executive Director Remuneration - USD:**

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2012	10	556,774	55,677
2013	10	491,932	49,193
2014	11	443,009	40,274
2015	8	414,510	51,814
2016	8	345,695	43,212
2017	8	336,955	42,119
2018	7	333,076	47,582

**CEO Remuneration - ZAR:**

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2012	3,498,000	1,712,000	2,243,000	2,020,000	9,473,000	0	9,473,000
2013	3,778,000	1,866,000	1,454,000	1,615,000	8,713,000	8,498,000	17,211,000
2014	3,945,000	1,757,000	1,436,000	0	7,138,000	4,464,000	11,602,000
2015	4,204,000	2,578,000	1,615,000	6,446,000	14,843,000	53,652,000	68,495,000
2016	5,500,000	1,292,000	5,933,000	1,407,000	14,132,000	19,892,000	34,024,000
2017	5,500,000	628,000	0	283,000	6,411,000	0	6,411,000
2018	5,823,000	847,000	1,727,000	0	8,397,000	249,000	8,646,000

**Executive Director Remuneration - ZAR:**

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2012	4	10,533,000	27,518,000	2,633,250	6,879,500
2013	4	11,468,000	25,610,000	2,867,000	6,402,500
2014	3	8,964,000	16,183,000	2,988,000	5,394,333
2015	3	9,607,000	32,066,000	3,202,333	10,688,667
2016	4	14,232,000	30,864,000	3,558,000	7,716,000
2017	2	8,897,000	10,392,000	4,448,500	5,196,000
2018	3	9,920,000	13,754,000	3,306,667	4,584,667