# 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 |