Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Upton	Mike R	Male	No	No
2007	Lomas	Mike	Male	No	No
2008	Upton	Mike R	Male	Yes	Yes
2009	Upton	Mike R	Male	Yes	Yes
2010	Upton	Mike R	Male	Yes	Yes
2011	Upton	Mike R	Male	Yes	Yes
2012	Upton	Mike R	Male	Yes	Yes
2013	Upton	Mike R	Male	Yes	Yes
2014	Upton	Mike R	Male	Yes	Yes
2015	Upton	Mike R	Male	Yes	Yes
2015	Vemer	Eric CJ	Male	No	No
2016	Vemer	Eric CJ	Male	Yes	Yes
2017	Vemer	Eric CJ	Male	No	No
2017	Mosai	ST (Themba)	Male	Yes	Yes
2018	Vemer	Eric CJ	Male	No	No
2018	Mosai	ST (Themba)	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	434,752	74,043	922,979	0	1,431,773	2,202,638	3,634,411
2008	327,086	0	347,521	0	674,607	98,875	773,482
2009	309,368	0	761,711	0	1,071,079	109,677	1,180,756
2010	413,803	0	1,186,448	0	1,600,250	0	1,600,250
2011	445,415	0	1,049,140	0	1,494,556	0	1,494,556
2012	490,194	0	650,968	0	1,141,161	0	1,141,161
2013	470,455	0	238,068	0	708,523	160,568	869,091
2014	457,763	69,624	504,243	0	1,031,630	110,318	1,141,948
2015	580,157	0	855,594	0	1,435,752	93,531	1,529,283
2016	335,593	0	67,797	0	403,390	53,898	457,288
2017	296,401	0	163,629	0	460,031	854,288	1,314,319

2018	331,968	0	0	331,968	612,045	944,013

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	3	633,475	2,227,943	211,158	742,648
2008	1	327,086	674,607	327,086	674,607
2009	2	487,532	1,445,933	243,766	722,967
2010	2	656,602	2,261,862	328,301	1,130,931
2011	2	709,026	2,234,670	354,513	1,117,335
2012	2	769,806	1,776,903	384,903	888,452
2013	2	736,023	1,112,727	368,011	556,364
2014	2	722,854	1,560,077	361,427	780,039
2015	3	854,371	1,969,143	284,790	656,381
2016	2	566,644	685,288	283,322	342,644
2017	4	820,423	1,502,658	205,106	375,664
2018	3	607,180	607,180	202,393	202,393

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	5	128,085	25,617
2008	7	207,860	29,694
2009	7	329,061	47,009
2010	8	464,032	58,004
2011	6	554,298	92,383
2012	8	614,968	76,871
2013	8	548,523	68,565
2014	11	452,266	41,115
2015	7	506,906	72,415
2016	9	504,407	56,045
2017	9	651,455	72,384
2018	8	530,538	66,317

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	3,065,000	522,000	6,507,000	0	10,094,000	15,528,600	25,622,600
2008	2,705,000	0	2,874,000	0	5,579,000	817,700	6,396,700
2009	2,655,000	0	6,537,000	0	9,192,000	941,250	10,133,250
2010	2,974,000	0	8,527,000	0	11,501,000	0	11,501,000
2011	3,109,000	0	7,323,000	0	10,432,000	0	10,432,000
2012	3,799,000	0	5,045,000	0	8,844,000	0	8,844,000
2013	4,140,000	0	2,095,000	0	6,235,000	1,413,000	7,648,000
2014	4,747,000	722,000	5,229,000	0	10,698,000	1,144,000	11,842,000
2015	6,637,000	0	9,788,000	0	16,425,000	1,070,000	17,495,000
2016	4,950,000	0	1,000,000	0	5,950,000	795,000	6,745,000
2017	3,871,000	0	2,137,000	0	6,008,000	11,157,000	17,165,000
2018	4,457,000	0	0	0	4,457,000	18,000	4,475,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	3	4,466,000	15,707,000	1,488,667	5,235,667
2008	1	2,705,000	5,579,000	2,705,000	5,579,000
2009	2	4,184,000	12,409,000	2,092,000	6,204,500
2010	2	4,719,000	16,256,000	2,359,500	8,128,000
2011	2	4,949,000	15,598,000	2,474,500	7,799,000
2012	2	5,966,000	13,771,000	2,983,000	6,885,500
2013	2	6,477,000	9,792,000	3,238,500	4,896,000
2014	2	7,496,000	16,178,000	3,748,000	8,089,000
2015	3	9,774,000	22,527,000	3,258,000	7,509,000
2016	2	8,358,000	10,108,000	4,179,000	5,054,000
2017	4	10,718,000	19,632,000	2,679,500	4,908,000
2018	3	8,152,000	8,152,000	4,076,000	4,076,000