Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Copelyn	John	Male	Yes	Yes
2009	Copelyn	John	Male	Yes	Yes
2010	Copelyn	John	Male	Yes	Yes
2011	Copelyn	John	Male	Yes	Yes
2012	Copelyn	John	Male	Yes	Yes
2013	Copelyn	John	Male	Yes	Yes
2014	Copelyn	John	Male	Yes	Yes
2014	Copelyn	John	Male	Yes	Yes
2015	Copelyn	John	Male	Yes	Yes
2016	Copelyn	John	Male	Yes	Yes
2017	Copelyn	John	Male	Yes	Yes
2018	Copelyn	John	Male	Yes	Yes
2019	Copelyn	John	Male	Yes	Yes
2020	Copelyn	John	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	436,034	0	217,654	0	653,688	41,112	694,800
2009	461,431	0	86,577	0	548,007	52,901	600,909
2010	588,887	0	441,666	0	1,030,553	246,722	1,277,275
2011	646,518	0	436,072	0	1,082,591	458,357	1,540,947
2012	652,156	0	489,084	0	1,141,240	394,609	1,535,849
2013	606,353	128,353	453,882	0	1,188,588	433,176	1,621,765
2014	1,060,572	277,538	697,584	0	2,035,694	316,184	2,351,878
2015	521,067	0	293,128	126,944	941,139	316,184	1,257,324
2016	415,071	0	186,762	59,538	661,371	236,796	898,167
2017	483,110	0	362,351	61,979	907,440	282,961	1,190,402
2018	592,027	0	333,079	69,211	994,317	343,596	1,337,913
2019	509,488	13,762	248,349	0	771,599	299,576	1,071,175
2020	462,000	0	0	0	462,000	323,988	785,989

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	1,586,820	2,664,571	317,364	532,914
2009	5	1,684,456	2,393,032	336,891	478,606
2010	6	1,644,721	2,888,874	274,120	481,479
2011	3	1,589,554	2,635,237	529,851	878,412
2012	3	1,551,348	2,690,027	517,116	896,676
2013	3	1,427,176	2,779,882	475,725	926,627
2014	5	1,853,879	3,602,664	370,776	720,533
2015	4	1,365,552	2,943,942	341,388	735,986
2016	3	845,621	1,252,410	281,874	417,470
2017	3	984,226	1,740,104	328,075	580,035
2018	3	1,090,755	1,772,095	363,585	590,698
2019	3	905,331	1,339,334	301,777	446,445
2020	4	1,058,771	1,058,771	264,693	264,693

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	6	116,082	19,347
2009	7	130,506	18,644
2010	7	185,616	26,517
2011	7	211,699	30,243
2012	7	223,046	31,864
2013	7	223,650	31,950
2014	7	211,584	30,226
2015	8	308,228	38,528
2016	8	225,730	32,247
2017	7	279,018	39,860
2018	7	434,860	62,123
2019	7	376,590	53,799
2020	9	355,265	39,474

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	3,606,000	0	1,800,000	0	5,406,000	340,000	5,746,000
2009	3,960,000	0	743,000	0	4,703,000	454,000	5,157,000
2010	4,356,000	0	3,267,000	0	7,623,000	1,825,000	9,448,000
2011	4,642,000	0	3,131,000	0	7,773,000	3,291,000	11,064,000
2012	4,839,000	0	3,629,000	0	8,468,000	2,928,000	11,396,000
2013	5,154,000	1,091,000	3,858,000	0	10,103,000	3,682,000	13,785,000
2014	11,212,000	2,925,000	7,327,000	0	21,464,000	3,497,000	24,961,000
2015	5,763,000	0	3,242,000	1,404,000	10,409,000	3,497,000	13,906,000
2016	6,114,000	0	2,751,000	877,000	9,742,000	3,488,000	13,230,000
2017	6,493,000	0	4,870,000	833,000	12,196,000	3,803,000	15,999,000
2018	6,980,000	0	3,927,000	816,000	11,723,000	4,051,000	15,774,000
2019	7,330,000	198,000	3,573,000	0	11,101,000	4,310,000	15,411,000
2020	7,696,000	0	0	0	7,696,000	5,397,000	13,093,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	13,123,000	22,036,000	2,624,600	4,407,200
2009	5	14,456,000	20,537,000	2,891,200	4,107,400
2010	6	12,166,000	21,369,000	2,027,667	3,561,500
2011	3	11,413,000	18,921,000	3,804,333	6,307,000
2012	3	11,511,000	19,960,000	3,837,000	6,653,333
2013	3	12,131,000	23,629,000	4,043,667	7,876,333
2014	5	19,224,400	37,290,400	3,844,880	7,458,080
2015	4	15,103,000	32,560,000	3,775,750	8,140,000
2016	3	12,456,000	18,448,000	4,152,000	6,149,333
2017	3	13,228,000	23,387,000	4,409,333	7,795,667
2018	3	12,860,000	20,893,000	4,286,667	6,964,333
2019	3	13,025,000	19,269,000	4,341,667	6,423,000
2020	4	17,637,000	17,637,000	4,409,250	4,409,250