Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2009	Hanekom	WA (Andre)	Male	Yes	Yes
2010	Hanekom	WA (Andre)	Male	Yes	Yes
2011	Hanekom	WA (Andre)	Male	Yes	Yes
2012	Hanekom	WA (Andre)	Male	Yes	Yes
2013	Hanekom	WA (Andre)	Male	No	No
2013	Roux	Phil	Male	No	No
2014	Roux	Phil	Male	Yes	Yes
2015	Roux	Phil	Male	Yes	Yes
2016	Roux	Phil	Male	Yes	Yes
2017	Roux	Phil	Male	Yes	Yes
2018	Carstens	Tertius A	Male	Yes	Yes
2019	Carstens	Tertius A	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2009	460,615	42,764	377,767	0	881,147	0	881,147
2010	582,969	82,333	52,394	0	717,695	444,852	1,162,548
2011	570,231	123,844	347,110	0	1,041,185	0	1,041,185
2012	490,547	140,547	29,104	0	660,199	0	660,199
2013	453,871	129,140	193,333	1,264,731	2,041,075	0	2,041,075
2014	420,624	122,044	828,193	0	1,370,861	0	1,370,861
2015	397,667	2,434,833	34,000	82,083	2,948,583	0	2,948,583
2016	386,317	60,189	0	29,694	476,201	147,988	624,189
2017	428,571	83,420	0	605,255	1,117,246	1,314,360	2,431,606
2018	347,443	68,182	107,386	10,511	533,523	182,955	716,477
2019	347,490	68,044	0	9,961	425,495	0	425,495

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2009	4	1,073,876	2,237,124	268,469	559,281
2010	4	1,255,755	1,604,858	313,939	401,215
2011	3	1,153,902	2,150,867	384,634	716,956
2012	3	1,092,537	1,390,920	364,179	463,640
2013	4	920,000	2,713,118	230,000	678,280
2014	2	689,404	1,999,527	344,702	999,763
2015	3	625,500	3,489,583	208,500	1,163,194
2016	2	585,444	697,598	292,722	348,799
2017	3	526,573	1,226,055	175,524	408,685
2018	2	661,435	953,977	330,717	476,989
2019	2	662,269	774,936	331,135	387,468

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2009	14	252,622	18,044
2010	16	294,732	18,421
2011	9	730,925	81,214
2012	11	296,020	26,911
2013	9	305,269	33,919
2014	9	266,414	29,602
2015	8	250,250	31,281
2016	11	249,927	22,721
2017	10	368,542	36,854
2018	10	420,526	42,053
2019	11	471,059	42,824

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2009	3,953,000	367,000	3,242,000	0	7,562,000	0	7,562,000
2010	4,128,000	583,000	371,000	0	5,082,000	3,150,000	8,232,000
2011	3,946,000	857,000	2,402,000	0	7,205,000	0	7,205,000
2012	3,944,000	1,130,000	234,000	0	5,308,000	0	5,308,000
2013	4,221,000	1,201,000	1,798,000	11,762,000	18,982,000	0	18,982,000
2014	4,446,000	1,200,000	8,754,000	0	14,400,000	0	14,400,000

2014	4,446,000	1,290,000	8,754,000	0	14,490,000	0	14,490,000
2015	4,772,000	29,218,000	408,000	985,000	35,383,000	0	35,383,000
2016	5,308,000	827,000	0	408,000	6,543,000	2,033,358	8,576,358
2017	5,790,000	1,127,000	0	8,177,000	15,094,000	17,757,000	32,851,000
2018	4,892,000	960,000	1,512,000	148,000	7,512,000	2,576,000	10,088,000
2019	5,163,000	1,011,000	0	148,000	6,322,000	0	6,322,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2009	4	9,216,000	19,199,000	2,304,000	4,799,750
2010	4	8,892,000	11,364,000	2,223,000	2,841,000
2011	3	7,985,000	14,884,000	2,661,667	4,961,333
2012	3	8,784,000	11,183,000	2,928,000	3,727,667
2013	4	8,556,000	25,232,000	2,139,000	6,308,000
2014	2	7,287,000	21,135,000	3,643,500	10,567,500
2015	3	7,506,000	41,875,000	2,502,000	13,958,333
2016	2	8,044,000	9,585,000	4,022,000	4,792,500
2017	3	7,114,000	16,564,000	2,371,333	5,521,333
2018	2	9,313,000	13,432,000	4,656,500	6,716,000
2019	2	9,840,000	11,514,000	4,920,000	5,757,000