

Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2010	Staude	Peter H	Male	Yes	Yes
2011	Staude	Peter H	Male	Yes	Yes
2012	Staude	Peter H	Male	Yes	Yes
2013	Staude	Peter H	Male	Yes	Yes
2014	Staude	Peter H	Male	Yes	Yes
2015	Staude	Peter H	Male	Yes	Yes
2016	Staude	Peter H	Male	Yes	Yes
2017	Staude	Peter H	Male	Yes	Yes
2018	Staude	Peter H	Male	Yes	Yes
2019	Staude	Peter H	Male	No	No
2019	Hudson	J Gavin	Male	No	No
2020	Hudson	J Gavin	Male	Yes	Yes
2021	Hudson	J Gavin	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	821,410	87,949	493,590	0	1,402,949	657,949	2,060,897
2011	804,318	85,655	361,978	0	1,251,950	1,102,925	2,354,875
2012	859,973	91,509	656,199	0	1,607,682	294,879	1,902,561
2013	825,765	98,235	564,000	0	1,488,000	0	1,488,000
2014	757,525	104,950	593,168	0	1,455,644	0	1,455,644
2015	750,542	105,425	417,360	0	1,273,327	87,342	1,360,669
2016	597,352	84,182	188,187	0	869,722	248,608	1,118,330
2017	654,688	94,940	493,006	0	1,242,634	521,577	1,764,211
2018	746,310	110,941	0	0	857,252	731,891	1,589,143
2019	458,191	64,920	150,414	642,733	1,316,258	0	1,316,258
2020	396,206	56,790	1,070,657	2,161	1,525,813	0	1,525,813
2021	457,569	68,395	131,525	0	657,490	0	657,490

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	4	1,625,385	2,636,410	406,346	659,103
2011	3	1,671,588	2,516,852	557,196	838,951
2012	3	1,780,323	3,185,040	593,441	1,061,680
2013	3	1,697,294	2,949,765	565,765	983,255
2014	3	1,316,634	2,692,079	438,878	897,360
2015	2	1,137,794	1,884,268	568,897	942,134
2016	2	911,405	1,311,541	455,703	655,771
2017	2	1,017,783	1,874,405	508,891	937,202
2018	2	1,187,108	1,364,122	593,554	682,061
2019	4	742,406	1,697,366	185,602	424,341
2020	3	924,781	3,450,054	308,260	1,150,018
2021	3	1,078,595	1,559,696	359,532	519,899

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	14	455,256	35,020
2011	12	574,791	47,899
2012	11	615,364	55,942
2013	11	554,000	50,364
2014	9	497,624	55,292
2015	10	485,624	48,562
2016	9	394,365	43,818
2017	9	488,765	54,307
2018	9	578,226	64,247
2019	10	670,675	67,067
2020	14	595,270	42,519
2021	7	504,033	72,005

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	6,407,000	686,000	3,850,000	0	10,943,000	5,132,000	16,075,000
2011	5,775,000	615,000	2,599,000	0	8,989,000	7,919,000	16,908,000
2012	6,381,000	679,000	4,869,000	0	11,929,000	2,188,000	14,117,000

2012	6,361,000	679,000	4,669,000	0	11,929,000	2,166,000	14,117,000
2013	7,019,000	835,000	4,794,000	0	12,648,000	0	12,648,000
2014	7,651,000	1,060,000	5,991,000	0	14,702,000	0	14,702,000
2015	8,301,000	1,166,000	4,616,000	0	14,083,000	966,000	15,049,000
2016	8,799,000	1,240,000	2,772,000	0	12,811,000	3,662,000	16,473,000
2017	8,799,000	1,276,000	6,626,000	0	16,701,000	7,010,000	23,711,000
2018	8,799,000	1,308,000	0	0	10,107,000	8,629,000	18,736,000
2019	6,592,000	934,000	2,164,000	9,247,000	18,937,000	0	18,937,000
2020	6,600,000	946,000	17,835,000	36,000	25,417,000	0	25,417,000
2021	6,864,000	1,026,000	1,973,000	0	9,863,000	0	9,863,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration:	Average Salary:	Average Remuneration:
2010	4	12,678,000	20,564,000	3,169,500	5,141,000
2011	3	12,002,000	18,071,000	4,000,667	6,023,667
2012	3	13,210,000	23,633,000	4,403,333	7,877,667
2013	3	14,427,000	25,073,000	4,809,000	8,357,667
2014	3	13,298,000	27,190,000	4,432,667	9,063,333
2015	2	12,584,000	20,840,000	6,292,000	10,420,000
2016	2	13,425,000	19,319,000	6,712,500	9,659,500
2017	2	13,679,000	25,192,000	6,839,500	12,596,000
2018	2	13,996,000	16,083,000	6,998,000	8,041,500
2019	4	10,681,000	24,420,000	2,670,250	6,105,000
2020	3	15,405,000	57,471,000	5,135,000	19,157,000
2021	3	16,180,000	23,397,000	5,393,333	7,799,000