

Company Directors Report

CEO Biography - USD:

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

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	160,580	85,248	158,767	0	404,595	0	404,595
2009	193,195	92,403	17,828	0	303,426	0	303,426
2010	239,692	110,721	338,380	0	688,793	0	688,793
2011	277,019	121,588	199,164	0	597,772	0	597,772
2012	299,596	0	212,534	0	512,129	0	512,129
2013	292,000	67,882	206,471	58,353	624,706	0	624,706
2014	275,446	109,802	190,693	0	575,941	0	575,941
2015	274,141	273,960	188,427	0	736,528	0	736,528
2016	222,539	49,762	149,287	28,513	450,102	0	450,102
2017	259,449	58,557	138,839	32,961	489,807	0	489,807
2018	334,860	43,681	0	91,264	469,805	0	469,805
2019	274,414	0	35,796	63,530	373,740	0	373,740

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	4	309,190	803,748	77,297	200,937
2009	3	430,319	714,985	143,440	238,328
2010	4	548,601	1,534,135	137,150	383,534
2011	3	601,253	1,275,627	200,418	425,209
2012	2	461,186	849,326	230,593	424,663
2013	3	597,294	1,278,118	199,098	426,039
2014	3	576,337	1,207,327	192,112	402,442
2015	3	573,689	1,341,139	191,230	447,046
2016	3	465,852	932,247	155,284	310,749
2017	3	543,452	1,016,667	181,151	338,889
2018	3	664,207	1,256,149	221,402	418,716
2019	2	385,834	496,907	192,917	248,453

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	7	91,536	13,077
2009	9	104,521	11,613
2010	8	99,500	12,437
2011	6	137,187	22,864
2012	3	106,199	35,400
2013	3	97,294	32,431
2014	3	79,109	26,370
2015	5	89,241	17,848
2016	6	82,824	13,804
2017	8	138,542	17,318
2018	5	163,274	32,655
2019	4	118,718	29,680

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	1,328,000	705,000	1,313,000	0	3,346,000	0	3,346,000
2009	1,658,000	793,000	153,000	0	2,604,000	0	2,604,000
2010	1,773,000	819,000	2,502,000	0	5,095,000	0	5,095,000

2010	1,773,000	819,000	2,593,000	0	5,093,000	0	5,093,000
2011	1,989,000	873,000	1,430,000	0	4,292,000	0	4,292,000
2012	2,223,000	0	1,577,000	0	3,800,000	0	3,800,000
2013	2,482,000	577,000	1,755,000	496,000	5,310,000	0	5,310,000
2014	2,782,000	1,109,000	1,926,000	0	5,817,000	0	5,817,000
2015	3,032,000	3,030,000	2,084,000	0	8,146,000	0	8,146,000
2016	3,278,000	733,000	2,199,000	420,000	6,630,000	0	6,630,000
2017	3,487,000	787,000	1,866,000	443,000	6,583,000	0	6,583,000
2018	3,948,000	515,000	0	1,076,000	5,539,000	0	5,539,000
2019	3,948,000	0	515,000	914,000	5,377,000	0	5,377,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	4	2,557,000	6,647,000	639,250	1,661,750
2009	3	3,693,000	6,136,000	1,231,000	2,045,333
2010	4	4,058,000	11,348,000	1,014,500	2,837,000
2011	3	4,317,000	9,159,000	1,439,000	3,053,000
2012	2	3,422,000	6,302,000	1,711,000	3,151,000
2013	3	5,077,000	10,864,000	1,692,333	3,621,333
2014	3	5,821,000	12,194,000	1,940,333	4,064,667
2015	3	6,345,000	14,833,000	2,115,000	4,944,333
2016	3	6,862,000	13,732,000	2,287,333	4,577,333
2017	3	7,304,000	13,664,000	2,434,667	4,554,667
2018	3	7,831,000	14,810,000	2,610,333	4,936,667
2019	2	5,551,000	7,149,000	2,775,500	3,574,500