Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2012	Hlala	Monhla	Female	No	No
2013	Maseko	Bongani	Male	Yes	Yes
2014	Maseko	Bongani	Male	Yes	Yes
2015	Maseko	Bongani	Male	Yes	Yes
2016	Maseko	Bongani	Male	Yes	Yes
2017	Maseko	Bongani	Male	Yes	Yes
2018	Maseko	Bongani	Male	Yes	Yes
2019	Maseko	Bongani	Male	Yes	Yes
2020	Maseko	Bongani	Male	Yes	Yes
2020	Mpofu	Nompumelelo (Mpumi)	Female	No	No
2020	Sithebe	F	Female	No	No
2020	Mbomvu	B	Female	No	No
2021	Mpofu	Nompumelelo (Mpumi)	Female	Yes	Yes
2022	Mpofu	Nompumelelo (Mpumi)	Female	Yes	Yes
2023	Mpofu	Nompumelelo (Mpumi)	Female	Yes	Yes
2024	Mpofu	Nompumelelo (Mpumi)	Female	No	No
2025	Mpofu	Nompumelelo (Mpumi)	Female	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2012	346,496	0	590,970	0	937,466	875,202	1,812,668
2013	303,412	183,176	0	0	486,588	0	486,588
2014	291,782	335,248	0	0	627,030	0	627,030
2015	280,132	33,694	142,005	0	455,831	0	455,831
2016	230,618	19,891	0	241,208	491,718	0	491,718
2017	262,351	23,140	0	155,134	440,625	0	440,625
2018	270,164	24,628	0	181,399	476,190	0	476,190
2019	218,948	19,949	0	140,474	379,370	0	379,370
2020	183,275	20,831	75,759	140,473	420,339	0	420,339
2021	280,648	25,732	0	11,199	317,579	0	317,579

2022	280,293	11,671	0	25,742	317,706	0	317,706
2023	238,014	21,891	0	23,697	283,603	0	283,603
2024	280,310	0	67,435	0	347,744	0	347,744
2025	283,384	45,589	274,409	6,184	609,567	0	609,567

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2012	2	584,232	1,390,970	292,116	695,485
2013	2	505,412	773,176	252,706	386,588
2014	2	504,554	862,871	252,277	431,436
2015	2	507,069	848,424	253,535	424,212
2016	2	414,732	795,316	207,366	397,658
2017	2	471,875	744,271	235,938	372,135
2018	2	272,545	581,473	136,272	290,737
2019	1	218,948	379,370	218,948	379,370
2020	6	298,235	616,521	49,706	102,753
2021	2	458,303	534,631	229,151	267,316
2022	2	469,290	554,585	234,645	277,292
2023	2	410,519	495,074	205,259	247,537
2024	4	427,052	552,624	106,763	138,156
2025	2	487,248	836,033	243,624	418,017

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2012	4	92,588	23,147
2013	12	305,765	25,480
2014	12	429,792	35,816
2015	9	333,539	37,060
2016	10	337,271	33,727
2017	10	445,759	44,576
2018	10	302,158	30,216
2019	9	238,618	26,513
2020	12	357,186	29,765
2021	10	418,639	41,864
2022	10	333,178	33,318
2023	14	276,270	19,734

2023	14	276,270	19,734
2024	9	325,300	36,144
2025	9	355,298	39,478

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2012	2,571,000	0	4,385,000	0	6,956,000	6,494,000	13,450,000
2013	2,579,000	1,557,000	0	0	4,136,000	0	4,136,000
2014	2,947,000	3,386,000	0	0	6,333,000	0	6,333,000
2015	3,098,258	372,657	1,570,573	0	5,041,488	0	5,041,488
2016	3,397,000	293,000	0	3,553,000	7,243,000	0	7,243,000
2017	3,526,000	311,000	0	2,085,000	5,922,000	0	5,922,000
2018	3,631,000	331,000	0	2,438,000	6,400,000	0	6,400,000
2019	3,150,000	287,000	0	2,021,000	5,458,000	0	5,458,000
2020	3,053,000	347,000	1,262,000	2,340,000	7,002,000	0	7,002,000
2021	4,210,000	386,000	0	168,000	4,764,000	0	4,764,000
2022	4,203,000	175,000	0	386,000	4,764,000	0	4,764,000
2023	4,349,000	400,000	0	433,000	5,182,000	0	5,182,000
2024	5,280,475	0	1,270,333	0	6,550,808	0	6,550,808
2025	5,178,000	833,000	5,014,000	113,000	11,138,000	0	11,138,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2012	2	4,335,000	10,321,000	2,167,500	5,160,500
2013	2	4,296,000	6,572,000	2,148,000	3,286,000
2014	2	5,096,000	8,715,000	2,548,000	4,357,500
2015	2	5,608,188	9,383,574	2,804,094	4,691,787
2016	2	6,109,000	11,715,000	3,054,500	5,857,500
2017	2	6,342,000	10,003,000	3,171,000	5,001,500
2018	2	3,663,000	7,815,000	1,831,500	3,907,500
2019	1	3,150,000	5,458,000	3,150,000	5,458,000
2020	6	4,968,000	10,270,000	828,000	1,711,667
2021	2	6,875,000	8,020,000	3,437,500	4,010,000
2022	2	7,037,000	8,316,000	3,518,500	4,158,000
2023	2	7,501,000	9,046,000	3,750,500	4,523,000
2024	4	8,044,707	10,410,830	2,011,100	2,602,585

2024	4	8,044,797	10,410,339	2,011,199	2,602,585
2025	2	8,903,000	15,276,000	4,451,500	7,638,000