Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Engelbrecht	Schalk	Male	No	No
2008	Edwards	Graham	Male	Yes	No
2009	Edwards	Graham	Male	Yes	Yes
2010	Edwards	Graham	Male	Yes	Yes
2011	Edwards	Graham	Male	Yes	Yes
2012	Edwards	Graham	Male	Yes	Yes
2013	Edwards	Graham	Male	No	No
2013	Dytor	Mark	Female	No	No
2014	Dytor	Mark	Female	Yes	Yes
2015	Dytor	Mark	Female	Yes	Yes
2016	Dytor	Mark	Female	Yes	Yes
2017	Dytor	Mark	Female	Yes	Yes
2018	Dytor	Mark	Female	Yes	Yes
2019	Dytor	Mark	Female	Yes	Yes
2020	Dytor	Mark	Female	Yes	Yes
2021	Dytor	Mark	Female	Yes	Yes
2022	Dytor	Mark	Female	No	No
2023	Dytor	Mark	Female	No	No
2023	Riemensperger	Holger	Male	No	No
2024	Riemensperger	Holger	Male	No	No
2025	Riemensperger	Holger	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	337,001	174,728	212,455	0	724,184	0	724,184
2009	297,483	86,344	0	0	383,827	0	383,827
2010	404,148	115,512	390,033	0	909,693	0	909,693
2011	415,789	116,343	517,452	0	1,049,584	0	1,049,584
2012	396,341	52,683	380,976	56,220	886,220	120,122	1,006,341
2013	397,500	135,938	402,188	89,167	1,024,792	0	1,024,792

2014	312,096	93,813	124,192	0	530,102	132,779	662,881
2015	304,624	118,574	259,718	0	682,915	207,994	890,909
2016	299,419	69,259	297,965	262,355	928,997	170,349	1,099,346
2017	321,937	153,485	381,365	257,153	1,113,940	0	1,113,940
2018	340,991	77,194	344,578	12,693	775,455	191,501	966,956
2019	386,460	85,302	287,298	14,829	773,890	106,022	879,911
2020	411,331	113,510	195,374	15,823	736,038	180,624	916,661
2021	401,536	90,818	125,496	13,909	631,758	6,860	638,618
2022	384,517	77,935	420,848	22,251	905,551	0	905,551
2023	367,000	33,203	569,003	331,441	1,300,648	18,797	1,319,445
2024	561,112	56,204	133,520	337,281	1,088,118	0	1,088,118
2025	584,736	97,317	435,489	320,683	1,438,225	479,210	1,917,435

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	805,683	1,987,787	161,137	397,557
2009	3	793,172	1,643,789	264,391	547,930
2010	3	813,625	1,799,222	271,208	599,741
2011	2	758,172	1,925,762	379,086	962,881
2012	2	720,122	1,615,244	360,061	807,622
2013	3	698,958	1,728,958	232,986	576,319
2014	2	606,002	1,068,698	303,001	534,349
2015	2	576,489	1,247,962	288,245	623,981
2016	2	566,715	2,022,166	283,358	1,011,083
2017	2	609,318	2,000,073	304,659	1,000,037
2018	2	627,414	1,415,218	313,707	707,609
2019	2	694,269	1,378,352	347,135	689,176
2020	2	725,511	1,298,156	362,756	649,078
2021	2	708,289	1,117,062	354,144	558,531
2022	3	858,500	2,387,704	286,167	795,901
2023	4	726,718	2,950,088	181,679	737,522
2024	2	841,421	1,813,840	420,711	906,920
2025	2	998,453	2,299,863	499,227	1,149,932

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	7	251,995	35,999
2009	7	284,666	40,667
2010	7	420,567	60,081
2011	9	555,263	61,696
2012	9	565,976	62,886
2013	8	556,771	69,596
2014	9	450,416	50,046
2015	9	443,495	49,277
2016	11	498,038	45,276
2017	10	474,468	47,447
2018	8	423,289	52,911
2019	9	486,591	54,066
2020	10	641,971	64,197
2021	9	632,639	70,293
2022	10	818,345	81,835
2023	9	1,063,728	118,192
2024	9	1,032,352	114,706
2025	11	1,229,731	111,794

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,787,000	1,445,000	1,757,000	0	5,989,000	0	5,989,000
2009	2,553,000	741,000	0	0	3,294,000	0	3,294,000
2010	2,806,000	802,000	2,708,000	0	6,316,000	0	6,316,000
2011	3,002,000	840,000	3,736,000	0	7,578,000	0	7,578,000
2012	3,250,000	432,000	3,124,000	461,000	7,267,000	985,000	8,252,000
2013	3,816,000	1,305,000	3,861,000	856,000	9,838,000	0	9,838,000
2014	3,380,000	1,016,000	1,345,000	0	5,741,000	1,438,000	7,179,000
2015	3,887,000	1,513,000	3,314,000	0	8,714,000	2,654,000	11,368,000
2016	4,120,000	953,000	4,100,000	3,610,000	12,783,000	2,344,000	15,127,000
2017	4,388,000	2,092,000	5,198,000	3,505,000	15,183,000	0	15,183,000
2018	4,943,000	1,119,000	4,995,000	184,000	11,241,000	2,776,000	14,017,000
2019	5,577,000	1,231,000	4,146,000	214,000	11,168,000	1,530,000	12,698,000
2020	6,135,000	1,693,000	2,914,000	236,000	10,978,000	2,694,000	13,672,000
2021	6,380,000	1,443,000	1,994,000	221,000	10,038,000	109,000	10,147,000
2022	6,636,000	1,345,000	7,263,000	384,000	15,628,000	0	15,628,000
2023	6,853,000	620,000	10,625,000	6,189,000	24,287,000	351,000	24,638,000
2024	10,233,000	1,025,000	2,435,000	6,151,000	19,844,000	0	19,844,000
2025	9,830,000	1,626,000	7,821,000	5,291,000	24,178,000	2,956,000	27,134,000

2025	9,830,000	1,636,000	7,321,000	5,391,000	24,178,000	8,056,000	32,234,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	6,663,000	16,439,000	1,332,600	3,287,800
2009	3	6,807,000	14,107,000	2,269,000	4,702,333
2010	3	5,649,000	12,492,000	1,883,000	4,164,000
2011	2	5,474,000	13,904,000	2,737,000	6,952,000
2012	2	5,905,000	13,245,000	2,952,500	6,622,500
2013	3	6,710,000	16,598,000	2,236,667	5,532,667
2014	2	6,563,000	11,574,000	3,281,500	5,787,000
2015	2	7,356,000	15,924,000	3,678,000	7,962,000
2016	2	7,798,000	27,825,000	3,899,000	13,912,500
2017	2	8,305,000	27,261,000	4,152,500	13,630,500
2018	2	9,095,000	20,515,000	4,547,500	10,257,500
2019	2	10,019,000	19,891,000	5,009,500	9,945,500
2020	2	10,821,000	19,362,000	5,410,500	9,681,000
2021	2	11,254,000	17,749,000	5,627,000	8,874,500
2022	3	14,816,000	41,207,000	4,938,667	13,735,667
2023	4	13,570,000	55,087,000	3,392,500	13,771,750
2024	2	15,345,000	33,079,000	7,672,500	16,539,500
2025	2	16,785,000	38,663,000	8,392,500	19,331,500