# Company Directors Report

**CEO Biography - USD:**

| Year End: | Director Surname: | Director Name: | Director Gender: | Full Year on Board?: | Full year in position?: |
|---|---|---|---|---|---|
| 2010 | Louw | Jonathan J | Male | Yes | Yes |
| 2011 | Louw | Jonathan J | Male | Yes | Yes |
| 2012 | Louw | Jonathan J | Male | Yes | Yes |
| 2013 | Louw | Jonathan J | Male | Yes | Yes |
| 2014 | Louw | Jonathan J | Male | No | No |
| 2014 | Wakeford | Kevin | Male | No | No |
| 2015 | Wakeford | Kevin | Male | Yes | Yes |
| 2016 | Hall | Andy G | Male | No | No |
| 2016 | Wakeford | Kevin | Male | No | No |
| 2017 | Hall | Andy G | Male | Yes | Yes |
| 2018 | Hall | Andy G | Male | Yes | Yes |
| 2019 | Hall | Andy G | Male | Yes | Yes |
| 2020 | Hall | Andy G | Male | Yes | Yes |
| 2022 | Wakeford | Kevin | Male | Yes | Yes |
| 2023 | Hall | Andy G | Male | Yes | Yes |
| 2024 | Hall | Andy G | Male | Yes | Yes |
| 2025 | Hall | Andy G | Male | Yes | Yes |

**CEO Remuneration - USD:**

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other: | Total Annual: | LTI Payment: | Total Including LTI: |
|---|---|---|---|---|---|---|---|
| 2010 | 391,812 | 71,275 | 368,591 | 0 | 831,678 | 0 | 831,678 |
| 2011 | 450,000 | 88,295 | 412,779 | 0 | 951,074 | 226,734 | 1,177,808 |
| 2012 | 410,075 | 81,095 | 0 | 0 | 491,169 | 1,161,985 | 1,653,154 |
| 2013 | 385,699 | 70,753 | 228,253 | 0 | 684,704 | 0 | 684,704 |
| 2014 | 258,534 | 45,516 | 0 | 532,902 | 836,952 | 921,559 | 1,758,511 |
| 2015 | 305,245 | 47,640 | 0 | 174,825 | 527,710 | 0 | 527,710 |
| 2016 | 365,831 | 43,661 | 18,915 | 155,932 | 584,339 | 7,700 | 592,039 |
| 2017 | 342,234 | 24,407 | 0 | 229,533 | 596,174 | 66,728 | 662,902 |
| 2018 | 333,450 | 24,482 | 244,824 | 5,465 | 608,221 | 220,621 | 828,842 |
| 2019 | 343,465 | 23,961 | 304,648 | 0 | 672,075 | 0 | 672,075 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 2020 | 291,992 | 20,399 | 47,441 | 0 | 359,832 | 0 | 359,832 |
| 2022 | 28,680 | 0 | 0 | 0 | 28,680 | 0 | 28,680 |
| 2023 | 381,110 | 18,635 | 493,771 | 0 | 893,515 | 0 | 893,515 |
| 2024 | 397,476 | 19,036 | 504,406 | 0 | 920,918 | 1,008,539 | 1,929,457 |
| 2025 | 427,963 | 23,303 | 449,137 | 0 | 900,403 | 0 | 900,403 |

**Executive Director Remuneration - USD:**

| Financial Year: | No. of EDs: | Total Salary: | Cash Bonus | Other: | Total Annual: |
|---|---|---|---|---|---|
| 2010 | 2 | 695,436 | 1,507,114 | 347,718 | 753,557 |
| 2011 | 2 | 826,590 | 1,698,557 | 413,295 | 849,279 |
| 2012 | 2 | 753,109 | 887,687 | 376,555 | 443,843 |
| 2013 | 2 | 697,097 | 1,237,462 | 348,548 | 618,731 |
| 2014 | 3 | 474,156 | 1,264,594 | 158,052 | 421,531 |
| 2015 | 2 | 579,196 | 1,014,073 | 289,598 | 507,037 |
| 2016 | 3 | 424,475 | 733,492 | 141,492 | 244,497 |
| 2017 | 3 | 716,144 | 1,274,560 | 238,715 | 424,853 |
| 2018 | 3 | 731,323 | 1,363,817 | 243,774 | 454,606 |
| 2019 | 3 | 757,993 | 1,400,493 | 252,664 | 466,831 |
| 2020 | 3 | 644,889 | 809,710 | 214,963 | 269,903 |
| 2022 | 4 | 858,500 | 1,963,786 | 214,625 | 490,947 |
| 2023 | 3 | 790,757 | 1,760,835 | 263,586 | 586,945 |
| 2024 | 3 | 823,494 | 1,815,920 | 274,498 | 605,307 |
| 2025 | 3 | 888,528 | 1,791,116 | 296,176 | 597,039 |

**Non-Executive Director Remuneration - USD:**

| Financial Year: | No. of NEDs: | Total Fees: | Average Fees |
|---|---|---|---|
| 2010 | 7 | 385,081 | 55,012 |
| 2011 | 7 | 459,393 | 65,628 |
| 2012 | 9 | 437,388 | 48,599 |
| 2013 | 10 | 566,357 | 56,636 |
| 2014 | 13 | 356,509 | 27,424 |
| 2015 | 10 | 389,773 | 38,977 |
| 2016 | 11 | 306,237 | 27,840 |
| 2017 | 13 | 366,718 | 28,209 |
| 2018 | 12 | 393,537 | 32,795 |

| | | | |
|---|---|---|---|
| 2018 | 12 | 393,537 | 32,795 |
| 2019 | 11 | 380,639 | 34,604 |
| 2020 | 10 | 283,133 | 28,313 |
| 2022 | 7 | 329,345 | 47,049 |
| 2023 | 10 | 340,912 | 34,091 |
| 2024 | 8 | 317,737 | 39,717 |
| 2025 | 8 | 364,105 | 45,513 |

**CEO Remuneration - ZAR:**

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other | Total Annual | LTI Payment | Total Including LTI |
|---|---|---|---|---|---|---|---|
| 2010 | 2,919,000 | 531,000 | 2,746,000 | 0 | 6,196,000 | 0 | 6,196,000 |
| 2011 | 3,114,000 | 611,000 | 2,856,433 | 0 | 6,581,433 | 1,569,000 | 8,150,433 |
| 2012 | 3,297,000 | 652,000 | 0 | 0 | 3,949,000 | 9,342,362 | 13,291,362 |
| 2013 | 3,587,000 | 658,000 | 2,122,750 | 0 | 6,367,750 | 0 | 6,367,750 |
| 2014 | 2,681,000 | 472,000 | 0 | 5,526,190 | 8,679,190 | 9,556,571 | 18,235,761 |
| 2015 | 3,492,000 | 545,000 | 0 | 2,000,000 | 6,037,000 | 0 | 6,037,000 |
| 2016 | 5,396,000 | 644,000 | 279,000 | 2,300,000 | 8,619,000 | 113,581 | 8,732,581 |
| 2017 | 4,473,000 | 319,000 | 0 | 3,000,000 | 7,792,000 | 872,131 | 8,664,131 |
| 2018 | 4,767,000 | 350,000 | 3,500,000 | 78,125 | 8,695,125 | 3,154,000 | 11,849,125 |
| 2019 | 5,017,000 | 350,000 | 4,450,000 | 0 | 9,817,000 | 0 | 9,817,000 |
| 2020 | 5,010,000 | 350,000 | 814,000 | 0 | 6,174,000 | 0 | 6,174,000 |
| 2022 | 453,000 | 0 | 0 | 0 | 453,000 | 0 | 453,000 |
| 2023 | 7,158,000 | 350,000 | 9,274,000 | 0 | 16,782,000 | 0 | 16,782,000 |
| 2024 | 7,308,000 | 350,000 | 9,274,000 | 0 | 16,932,000 | 18,543,000 | 35,475,000 |
| 2025 | 7,640,000 | 416,000 | 8,018,000 | 0 | 16,074,000 | 0 | 16,074,000 |

**Executive Director Remuneration - ZAR:**

| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration | Average Salary | Average Remuneration |
|---|---|---|---|---|---|
| 2010 | 2 | 5,181,000 | 11,228,000 | 2,590,500 | 5,614,000 |
| 2011 | 2 | 5,720,000 | 11,754,017 | 2,860,000 | 5,877,009 |
| 2012 | 2 | 6,055,000 | 7,137,000 | 3,027,500 | 3,568,500 |
| 2013 | 2 | 6,483,000 | 11,508,400 | 3,241,500 | 5,754,200 |
| 2014 | 3 | 4,917,000 | 13,113,840 | 1,639,000 | 4,371,280 |
| 2015 | 2 | 6,626,000 | 11,601,000 | 3,313,000 | 5,800,500 |
| 2016 | 3 | 6,261,000 | 10,819,000 | 2,087,000 | 3,606,333 |
| 2017 | 2 | 9,260,000 | 10,658,500 | 3,130,000 | 5,550,833 |

| | | | | | |
|---|---|---|---|---|---|
| 2017 | 3 | 9,360,000 | 16,658,500 | 3,120,000 | 5,552,833 |
| 2018 | 3 | 10,455,000 | 19,497,134 | 3,485,000 | 6,499,045 |
| 2019 | 3 | 11,072,000 | 20,457,000 | 3,690,667 | 6,819,000 |
| 2020 | 3 | 11,065,000 | 13,893,000 | 3,688,333 | 4,631,000 |
| 2022 | 4 | 13,560,000 | 31,018,000 | 3,390,000 | 7,754,500 |
| 2023 | 3 | 14,852,000 | 33,072,000 | 4,950,667 | 11,024,000 |
| 2024 | 3 | 15,141,000 | 33,388,000 | 5,047,000 | 11,129,333 |
| 2025 | 3 | 15,862,000 | 31,975,000 | 5,287,333 | 10,658,333 |