Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2010	Pike	Richard L	Male	Yes	Yes
2011	Pike	Richard L	Male	Yes	Yes
2012	Pike	Richard L	Male	Yes	Yes
2013	Pike	Richard L	Male	Yes	Yes
2014	Pike	Richard L	Male	Yes	Yes
2015	Pike	Richard L	Male	Yes	Yes
2016	Pike	Richard L	Male	Yes	Yes
2017	Pike	Richard L	Male	Yes	Yes
2018	Pike	Richard L	Male	No	No
2018	Dutiro	Innocent	Male	No	No
2019	Dutiro	Innocent	Male	Yes	Yes
2020	Dutiro	Innocent	Male	Yes	Yes
2021	Roux	Phil	Male	No	No
2022	Roux	Phil	Male	No	No
2022	Wentzel	John	Male	Yes	Yes
2023	Wentzel	John	Male	Yes	Yes
2024	Wentzel	John	Male	Yes	Yes
2025	Wentzel	John	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	270,064	104,558	335,741	0	710,364	0	710,364
2011	310,388	99,169	318,421	0	727,978	0	727,978
2012	327,815	98,372	346,947	0	773,134	948,575	1,721,710
2013	308,005	109,797	457,706	0	875,508	1,008,961	1,884,468
2014	304,112	101,103	440,522	0	845,737	980,441	1,826,179
2015	298,082	96,712	875,799	0	1,270,594	1,875,890	3,146,484
2016	221,325	53,943	254,511	16,593	546,372	936,909	1,483,281
2017	291,884	16,922	0	60,260	369,066	0	369,066
2018	397,789	517,772	155,867	0	1,071,429	1,039,286	2,110,714

2019	351,159	69,348	403,986	0	824,493	0	824,493
2020	226,707	45,288	148,984	776,623	1,197,602	0	1,197,602
2021	345,612	23,835	954,767	0	1,324,215	0	1,324,215
2022	587,040	78,446	399,449	30,009	1,094,945	0	1,094,945
2023	284,004	67,476	223,801	0	575,281	0	575,281
2024	292,109	56,549	157,812	0	506,470	0	506,470
2025	317,293	61,670	342,438	0	721,400	253,671	975,072

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	5	869,171	2,033,495	173,834	406,699
2011	4	972,299	1,928,116	243,075	482,029
2012	4	1,040,027	2,254,681	260,007	563,670
2013	4	996,057	2,330,108	249,014	582,527
2014	5	973,922	2,335,707	194,784	467,141
2015	5	1,104,658	3,604,932	220,932	720,986
2016	5	1,039,180	2,182,397	207,836	436,479
2017	5	1,317,458	2,158,499	263,492	431,700
2018	6	1,504,592	3,023,299	250,765	503,883
2019	2	583,696	1,234,710	291,848	617,355
2020	2	472,794	1,551,715	236,397	775,857
2021	3	541,576	1,751,625	180,525	583,875
2022	4	759,447	1,391,260	189,862	347,815
2023	2	443,015	858,054	221,507	429,027
2024	2	450,026	768,543	225,013	384,271
2025	2	487,021	1,062,050	243,511	531,025

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	7	371,864	53,123
2011	8	187,396	23,425
2012	9	154,953	17,217
2013	8	173,955	21,744
2014	8	194,864	24,358
2015	8	214,338	26,792
2016	8	212,240	26,530

2016	8	212,240	26,530
2017	10	321,057	32,106
2018	14	503,146	35,939
2019	10	359,420	35,942
2020	14	435,698	31,121
2021	14	418,659	29,904
2022	11	369,398	33,582
2023	11	250,434	22,767
2024	10	247,141	24,714
2025	8	260,554	32,569

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	2,056,000	796,000	2,556,000	0	5,408,000	0	5,408,000
2011	2,241,000	716,000	2,299,000	0	5,256,000	0	5,256,000
2012	2,416,000	725,000	2,557,000	0	5,698,000	6,991,000	12,689,000
2013	2,578,000	919,000	3,831,000	0	7,328,000	8,445,000	15,773,000
2014	3,032,000	1,008,000	4,392,000	0	8,432,000	9,775,000	18,207,000
2015	3,264,000	1,059,000	9,590,000	0	13,913,000	20,541,000	34,454,000
2016	3,508,000	855,000	4,034,000	263,000	8,660,000	14,850,000	23,510,000
2017	3,812,000	221,000	0	787,000	4,820,000	0	4,820,000
2018	4,678,000	6,089,000	1,833,000	0	12,600,000	12,222,000	24,822,000
2019	4,846,000	957,000	5,575,000	0	11,378,000	0	11,378,000
2020	3,404,000	680,000	2,237,000	11,661,000	17,982,000	0	17,982,000
2021	5,104,000	352,000	14,100,000	0	19,556,000	0	19,556,000
2022	9,112,000	1,197,000	6,088,000	474,000	16,871,000	0	16,871,000
2023	5,076,000	1,206,000	4,000,000	0	10,282,000	0	10,282,000
2024	5,553,000	1,075,000	3,000,000	0	9,628,000	0	9,628,000
2025	5,855,000	1,138,000	6,319,000	0	13,312,000	4,681,000	17,993,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	5	6,617,000	15,481,000	1,323,400	3,096,200
2011	4	7,020,000	13,921,000	1,755,000	3,480,250
2012	4	7,665,000	16,617,000	1,916,250	4,154,250
2013	4	8,237,000	19,593,000	2,084,250	4,875,750

2013	4	8,337,000	19,503,000	2,084,250	4,875,750
2014	5	9,710,000	23,287,000	1,942,000	4,657,400
2015	5	12,096,000	39,474,000	2,419,200	7,894,800
2016	5	16,471,000	34,591,000	3,294,200	6,918,200
2017	5	17,206,000	28,190,000	3,441,200	5,638,000
2018	6	17,694,000	35,554,000	2,949,000	5,925,667
2019	2	8,055,000	17,039,000	4,027,500	8,519,500
2020	2	7,099,000	23,299,000	3,549,500	11,649,500
2021	3	7,998,000	25,868,000	2,666,000	8,622,667
2022	4	11,835,000	21,551,000	2,958,750	5,387,750
2023	2	7,918,000	15,336,000	3,959,000	7,668,000
2024	2	8,555,000	14,610,000	4,277,500	7,305,000
2025	2	8,987,000	19,598,000	4,493,500	9,799,000