Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Wilkens	Andre T	Male	Yes	Yes
2009	Wilkens	Andre T	Male	Yes	Yes
2010	Wilkens	Andre T	Male	Yes	Yes
2011	Wilkens	Andre T	Male	Yes	Yes
2012	Schmidt	Mike	Male	No	No
2013	Schmidt	Mike	Male	Yes	Yes
2014	Schmidt	Mike	Male	Yes	Yes
2015	Schmidt	Mike	Male	Yes	Yes
2016	Schmidt	Mike	Male	Yes	Yes
2017	Schmidt	Mike	Male	Yes	Yes
2018	Schmidt	Mike	Male	Yes	Yes
2019	Schmidt	Mike	Male	Yes	Yes
2020	Schmidt	Mike	Male	Yes	Yes
2021	Schmidt	Mike	Male	Yes	Yes
2022	Schmidt	Mike	Male	No	No
2023	Tobias	VP	Male	No	No
2024	Tobias	VP	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	230,472	144,256	438,936	0	813,664	4,759,664	5,573,327
2009	540,317	133,652	139,012	0	812,981	0	812,981
2010	676,499	179,630	947,266	0	1,803,395	0	1,803,395
2011	778,080	200,287	477,364	0	1,455,731	0	1,455,731
2012	531,355	83,226	200,387	0	814,968	0	814,968
2013	610,455	97,614	364,545	0	1,072,614	0	1,072,614
2014	549,084	69,142	379,171	0	997,396	228,049	1,225,445
2015	527,185	66,783	0	0	593,969	0	593,969
2016	432,407	46,712	261,085	0	740,203	0	740,203
2017	515,761	34,889	460,750	11,706	1,023,106	0	1,023,106

2018	497,612	44,312	568,258	0	1,110,183	541,152	1,651,334
2019	514,479	34,983	560,348	10,543	1,120,353	1,661,874	2,782,228
2020	466,022	516,902	31,297	8,043	1,022,264	0	1,022,264
2021	592,292	39,908	698,281	9,995	1,340,476	0	1,340,476
2022	549,035	37,037	0	8,800	594,872	0	594,872
2023	69,961	5,803	71,079	1,491	148,334	0	148,334
2024	511,340	0	241,856	0	753,195	0	753,195

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	8	1,331,318	4,120,556	166,415	515,070
2009	6	2,117,688	2,981,123	352,948	496,854
2010	7	3,016,140	7,482,120	430,877	1,068,874
2011	7	3,619,054	6,881,375	517,008	983,054
2012	8	3,916,903	6,893,290	489,613	861,661
2013	5	2,884,659	4,865,568	576,932	973,114
2014	5	2,591,996	3,886,982	518,399	777,396
2015	6	2,324,199	2,490,370	387,366	415,062
2016	5	2,010,237	3,472,136	402,047	694,427
2017	5	2,398,546	4,111,324	479,709	822,265
2018	6	2,381,110	4,263,834	396,852	710,639
2019	6	2,139,591	4,886,904	356,598	814,484
2020	6	1,701,888	4,209,582	283,648	701,597
2021	6	2,063,493	5,317,754	343,916	886,292
2022	5	1,946,692	3,463,564	389,338	692,713
2023	6	1,709,296	3,589,660	284,883	598,277
2024	3	1,390,892	1,876,729	463,631	625,576

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	8	366,195	45,774
2009	10	579,944	57,994
2010	8	616,530	77,066
2011	11	947,385	86,126
2012	9	903,613	100,401
2013	9	869,318	96,591

2013	9	869,318	96,591
2014	10	791,418	79,142
2015	9	753,584	83,732
2016	9	580,949	64,550
2017	10	668,630	66,863
2018	13	1,061,236	81,634
2019	13	1,123,845	86,450
2020	12	808,836	67,403
2021	12	1,264,831	105,403
2022	11	893,447	81,222
2023	13	942,818	72,524
2024	13	1,113,613	85,663

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	1,906,000	1,193,000	3,630,000	0	6,729,000	39,362,418	46,091,418
2009	4,637,000	1,147,000	1,193,000	0	6,977,000	0	6,977,000
2010	4,862,000	1,291,000	6,808,000	0	12,961,000	0	12,961,000
2011	5,431,000	1,398,000	3,332,000	0	10,161,000	0	10,161,000
2012	4,118,000	645,000	1,553,000	0	6,316,000	0	6,316,000
2013	5,372,000	859,000	3,208,000	0	9,439,000	0	9,439,000
2014	5,694,000	717,000	3,932,000	0	10,343,000	2,364,863	12,707,863
2015	6,031,000	764,000	0	0	6,795,000	0	6,795,000
2016	6,378,000	689,000	3,851,000	0	10,918,000	0	10,918,000
2017	6,741,000	456,000	6,022,000	153,000	13,372,000	0	13,372,000
2018	7,086,000	631,000	8,092,000	0	15,809,000	7,706,000	23,515,000
2019	7,515,000	511,000	8,185,000	154,000	16,365,000	24,275,000	40,640,000
2020	7,996,000	8,869,000	537,000	138,000	17,540,000	0	17,540,000
2021	8,237,000	555,000	9,711,000	139,000	18,642,000	0	18,642,000
2022	8,672,000	585,000	0	139,000	9,396,000	0	9,396,000
2023	1,314,000	109,000	1,335,000	28,000	2,786,000	0	2,786,000
2024	9,402,000	0	4,447,000	0	13,849,000	0	13,849,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	8	11.010.000	34.077.000	1.376.250	4.259.625

2009	6	18,174,000	25,584,000	3,029,000	4,264,000
2010	7	21,677,000	53,774,000	3,096,714	7,682,000
2011	7	25,261,000	48,032,000	3,608,714	6,861,714
2012	8	30,356,000	53,423,000	3,794,500	6,677,875
2013	5	25,385,000	42,817,000	5,077,000	8,563,400
2014	5	26,879,000	40,308,000	5,375,800	8,061,600
2015	6	26,588,832	28,489,832	4,431,472	4,748,305
2016	5	29,651,000	51,214,000	5,930,200	10,242,800
2017	5	31,349,000	53,735,000	6,269,800	10,747,000
2018	6	33,907,000	60,717,000	5,651,167	10,119,500
2019	6	31,253,000	71,383,000	5,208,833	11,897,167
2020	6	29,201,000	72,228,000	4,866,833	12,038,000
2021	6	28,697,000	73,954,000	4,782,833	12,325,667
2022	5	30,748,000	54,707,000	6,149,600	10,941,400
2023	6	32,104,000	67,421,000	5,350,667	11,236,833
2024	3	25,574,000	34,507,000	8,524,667	11,502,333