Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2013	Dempers	Dewald	Male	No	Yes
2014	Dempers	Dewald	Male	Yes	Yes
2015	Dempers	Dewald	Male	Yes	Yes
2016	Dempers	Dewald	Male	No	No
2016	van Buuren	AV	Male	No	No
2017	van Buuren	AV	Male	Yes	Yes
2018	van Buuren	AV	Male	Yes	Yes
2019	van Buuren	AV	Male	No	No
2019	Banderker	Ahmed	Male	No	No
2020	Banderker	Ahmed	Male	Yes	Yes
2021	Banderker	Ahmed	Male	Yes	Yes
2023	Banderker	Ahmed	Male	Yes	Yes
2024	van wyk	Gerald	male	No	No
2025	van wyk	Gerald	male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2013	507,500	4,205	1,022,727	0	1,534,432	2,215,909	3,750,341
2014	429,990	3,954	0	0	433,944	131,823	565,767
2015	389,773	3,934	0	0	393,706	179,196	572,902
2016	450,644	16,746	1,615,051	0	2,082,441	0	2,082,441
2017	253,675	15,161	117,381	0	386,217	0	386,217
2018	261,612	17,348	188,095	0	467,054	0	467,054
2019	266,943	38,666	90,832	0	396,441	0	396,441
2020	278,667	25,399	188,962	0	493,027	101,993	595,020
2021	355,824	32,560	287,625	0	676,010	0	676,010
2023	280,160	27,514	1,078,281	0	1,385,955	80,662	1,466,617
2024	214,051	21,460	82,810	0	318,320	191,712	510,032
2025	278,381	26,852	136,666	0	441,900	235,115	677,015

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	1	0	0	0	0
2011	1	264,327	461,175	264,327	461,175
2012	1	244,129	365,161	244,129	365,161
2013	2	737,159	1,872,386	368,580	936,193
2014	2	638,380	748,698	319,190	374,349
2015	2	570,105	652,535	285,052	326,267
2016	5	823,051	2,618,373	164,610	523,675
2017	3	712,557	1,081,240	237,519	360,413
2018	3	714,256	1,252,868	238,085	417,623
2019	5	873,416	1,282,467	174,683	256,493
2020	4	883,902	1,344,754	220,976	336,188
2021	3	898,524	1,418,489	299,508	472,830
2022	2	424,434	538,593	212,217	269,296
2023	4	472,826	1,867,800	118,207	466,950
2024	3	516,992	710,417	172,331	236,806
2025	3	491,140	776,197	163,713	258,732

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	2	6,605	3,303
2011	3	104,155	34,718
2012	5	224,516	44,903
2013	6	253,854	42,309
2014	7	249,373	35,625
2015	6	193,881	32,314
2016	10	230,847	23,085
2017	13	295,023	22,694
2018	8	303,092	37,886
2019	9	345,656	38,406
2020	12	300,152	25,013
2021	9	673,694	74,855
2022	11	863,627	78,512
2023	8	321,105	40,138
2024	8	435,493	54,437
2025	8	439,894	54,962

2025	8	438,894	54,862

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2013	4,466,000	37,000	9,000,000	0	13,503,000	19,500,000	33,003,000
2014	4,459,000	41,000	0	0	4,500,000	1,367,000	5,867,000
2015	4,459,000	45,000	0	0	4,504,000	2,050,000	6,554,000
2016	6,647,000	247,000	23,822,000	0	30,716,000	0	30,716,000
2017	3,313,000	198,000	1,533,000	0	5,044,000	0	5,044,000
2018	3,740,000	248,000	2,689,000	0	6,677,000	0	6,677,000
2019	3,899,231	564,798	1,326,786	0	5,790,815	0	5,790,815
2020	4,781,364	435,788	3,242,207	0	8,459,359	1,750,000	10,209,359
2021	4,948,450	452,817	4,000,000	0	9,401,267	0	9,401,267
2023	5,261,969	516,761	20,252,268	0	26,030,998	1,515,000	27,545,998
2024	3,935,751	394,582	1,522,623	0	5,852,956	3,525,001	9,377,957
2025	4,687,940	452,193	2,301,455	0	7,441,588	3,959,340	11,400,928

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	1	0	0	0	0
2011	1	1,845,000	3,219,000	1,845,000	3,219,000
2012	1	1,892,000	2,830,000	1,892,000	2,830,000
2013	2	6,487,000	16,477,000	3,243,500	8,238,500
2014	2	6,620,000	7,764,000	3,310,000	3,882,000
2015	2	6,522,000	7,465,000	3,261,000	3,732,500
2016	5	12,140,000	38,621,000	2,428,000	7,724,200
2017	3	9,306,000	14,121,000	3,102,000	4,707,000
2018	3	10,211,000	17,911,000	3,403,667	5,970,333
2019	5	12,757,987	18,732,996	2,551,597	3,746,599
2020	4	15,165,998	23,073,282	3,791,500	5,768,321
2021	3	12,495,768	19,726,923	4,165,256	6,575,641
2022	2	6,703,933	8,507,074	3,351,967	4,253,537
2023	4	8,880,623	35,081,019	2,220,156	8,770,255
2024	3	9,505,925	13,062,441	3,168,642	4,354,147
2025	3	9,370,706	13,071,165	3,756,020	4,357,055

2025	3	8,270,796	13,071,165	2,756,932	4,357,055