Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Venter	Robert E	Male	Yes	Yes
2009	Venter	Robert E	Male	Yes	Yes
2010	Venter	Robert E	Male	Yes	Yes
2011	Venter	Robert E	Male	Yes	Yes
2012	Venter	Robert E	Male	Yes	Yes
2013	Venter	Robert E	Male	Yes	Yes
2014	Venter	Robert E	Male	Yes	Yes
2015	Venter	Robert E	Male	Yes	Yes
2016	Venter	Robert E	Male	Yes	Yes
2017	Venter	Robert E	Male	Yes	Yes
2018	Venter	Robert E	Male	Yes	Yes
2018	Nyati	Mteto	Male	No	No
2019	Nyati	Mteto	Male	Yes	Yes
2020	Nyati	Mteto	Male	Yes	Yes
2021	Nyati	Mteto	Male	Yes	Yes
2022	Nyati	Mteto	Male	Yes	Yes
2023	Nyati	Mteto	Male	No	No
2023	Kapp	Werner	Male	No	No
2024	Kapp	Werner	Male	No	No
2025	Kapp	Werner	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	536,759	86,699	523,700	0	1,147,158	1,356,711	2,503,869
2009	574,575	92,053	221,510	0	888,138	1,240,154	2,128,292
2010	642,979	113,359	246,946	0	1,003,284	650,204	1,653,487
2011	795,291	128,947	281,440	0	1,205,679	0	1,205,679
2012	852,917	136,364	196,879	0	1,186,160	0	1,186,160
2013	907,007	0	142,874	0	1,049,881	82,779	1,132,660
2014	671,515	94,483	762,287	0	1,528,285	250,351	1,778,636
2015	635,251	104,022	95,709	7,489	842,470	231,689	1,085,160

2015	635,251	124,932	95,799	7,489	863,470	231,689	1,095,160
2016	438,864	86,309	88,202	15,521	628,896	172,114	801,009
2017	532,619	104,747	407,734	0	1,045,100	235,605	1,280,704
2018	569,128	78,410	410,019	558,532	1,616,089	545,732	2,161,821
2019	444,058	51,377	564,565	0	1,060,000	322,029	1,382,029
2020	466,334	54,679	87,379	363,104	971,495	0	971,495
2021	478,061	56,067	157,570	0	691,698	864,911	1,556,609
2022	459,419	51,571	100,584	0	611,574	1,867,069	2,478,643
2023	319,029	17,680	1,055,671	27,472	1,419,851	0	1,419,851
2024	420,621	22,094	494,266	0	936,981	469,122	1,406,102
2025	439,387	20,159	273,235	0	732,781	929,388	1,662,169

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	7	2,273,761	4,232,285	324,823	604,612
2009	7	2,182,009	3,809,485	311,716	544,212
2010	7	2,692,762	4,083,935	384,680	583,419
2011	5	2,533,102	3,761,911	506,620	752,382
2012	5	2,446,133	3,368,114	489,227	673,623
2013	5	2,607,363	2,949,644	521,473	589,929
2014	4	1,882,447	4,222,969	470,612	1,055,742
2015	4	1,845,662	2,823,379	461,416	705,845
2016	4	1,059,937	2,739,117	264,984	684,779
2017	2	789,663	1,952,527	394,832	976,263
2018	3	858,778	1,968,975	286,259	656,325
2019	1	444,058	1,060,000	444,058	1,060,000
2020	2	693,373	1,699,767	346,687	849,883
2021	2	757,178	1,062,432	378,589	531,216
2022	3	716,226	940,424	238,742	313,475
2023	3	500,364	1,725,955	166,788	575,318
2024	3	746,449	1,556,076	248,816	518,692
2025	2	704,763	1,157,969	352,382	578,984

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	7	797,944	113,992

2009	10	730,948	73,095
2010	9	681,991	75,777
2011	10	792,105	79,211
2012	12	1,208,986	100,749
2013	11	896,793	81,527
2014	11	739,218	67,202
2015	11	755,799	68,709
2016	11	530,473	48,225
2017	10	602,986	60,299
2018	13	921,166	70,859
2019	13	722,970	55,613
2020	10	1,314,019	131,402
2021	8	413,191	51,649
2022	11	663,670	60,334
2023	9	455,715	50,635
2024	9	331,707	36,856
2025	10	347,636	34,764

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,439,000	717,000	4,331,000	0	9,487,000	11,220,000	20,707,000
2009	4,931,000	790,000	1,901,000	0	7,622,000	10,643,000	18,265,000
2010	4,895,000	863,000	1,880,000	0	7,638,000	4,950,000	12,588,000
2011	5,742,000	931,000	2,032,000	0	8,705,000	0	8,705,000
2012	6,286,000	1,005,000	1,451,000	0	8,742,000	0	8,742,000
2013	7,637,000	0	1,203,000	0	8,840,000	697,000	9,537,000
2014	6,695,000	942,000	7,600,000	0	15,237,000	2,496,000	17,733,000
2015	6,956,000	1,368,000	1,049,000	82,000	9,455,000	2,537,000	11,992,000
2016	6,956,000	1,368,000	1,398,000	246,000	9,968,000	2,728,000	12,696,000
2017	6,956,000	1,368,000	5,325,000	0	13,649,000	3,077,000	16,726,000
2018	6,714,000	925,000	4,837,000	6,589,000	19,065,000	6,438,000	25,503,000
2019	6,128,000	709,000	7,791,000	0	14,628,000	4,444,000	19,072,000
2020	7,002,000	821,000	1,312,000	5,452,000	14,587,000	0	14,587,000
2021	7,060,000	828,000	2,327,000	0	10,215,000	12,773,000	22,988,000
2022	7,002,000	786,000	1,533,000	0	9,321,000	28,456,000	37,777,000
2023	5,702,000	316,000	18,868,000	491,000	25,377,000	0	25,377,000
2024	7,996,000	420,000	9,396,000	0	17,812,000	8,918,000	26,730,000
2025	8,108,000	372,000	5,042,000	0	13,522,000	17,150,000	30,672,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	7	18,804,000	35,001,000	2,686,286	5,000,143
2009	7	18,726,000	32,693,000	2,675,143	4,670,429
2010	7	20,500,000	31,091,000	2,928,571	4,441,571
2011	5	18,289,000	27,161,000	3,657,800	5,432,200
2012	5	18,028,000	24,823,000	3,605,600	4,964,600
2013	5	21,954,000	24,836,000	4,390,800	4,967,200
2014	4	18,768,000	42,103,000	4,692,000	10,525,750
2015	4	20,210,000	30,916,000	5,052,500	7,729,000
2016	4	16,800,000	43,415,000	4,200,000	10,853,750
2017	2	10,313,000	25,500,000	5,156,500	12,750,000
2018	3	10,131,000	23,228,000	3,377,000	7,742,667
2019	1	6,128,000	14,628,000	6,128,000	14,628,000
2020	2	10,411,000	25,522,000	5,205,500	12,761,000
2021	2	11,182,000	15,690,000	5,591,000	7,845,000
2022	3	10,916,000	14,333,000	3,638,667	4,777,667
2023	3	8,943,000	30,848,000	2,981,000	10,282,667
2024	3	14,190,000	29,581,000	4,730,000	9,860,333
2025	2	13,005,000	21,368,000	6,502,500	10,684,000