Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2012	Schutte	Christiaan Ernst	Male	Yes	Yes
2013	Schutte	Christiaan Ernst	Male	Yes	Yes
2014	Schutte	Christiaan Ernst	Male	Yes	Yes
2015	Schutte	Christiaan Ernst	Male	Yes	Yes
2016	Schutte	Christiaan Ernst	Male	Yes	Yes
2017	Schutte	Christiaan Ernst	Male	Yes	Yes
2018	Schutte	Christiaan Ernst	Male	Yes	Yes
2019	Schutte	Christiaan Ernst	Male	Yes	Yes
2020	Schutte	Christiaan Ernst	Male	Yes	Yes
2021	Schutte	Christiaan Ernst	Male	Yes	Yes
2022	Schutte	Christiaan Ernst	Male	Yes	Yes
2023	Schutte	Christiaan Ernst	Male	Yes	Yes
2024	Schutte	Christiaan Ernst	Male	Yes	Yes
2025	Schutte	Christiaan Ernst	Male	Yes	Yes
2025	Arnold	Gary Desmond	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2012	453,607	79,726	104,104	0	637,438	313,433	950,871
2013	392,151	68,710	0	0	460,860	288,602	749,462
2014	365,658	63,765	155,724	0	585,147	269,442	854,588
2015	392,333	68,583	550,000	0	1,010,917	383,583	1,394,500
2016	364,920	56,623	0	1,965	423,508	341,630	765,138
2017	475,204	74,981	573,427	0	1,123,612	475,574	1,599,186
2018	561,932	0	758,665	2,628	1,323,224	467,330	1,790,554
2019	532,508	0	381,747	2,086	916,341	675,932	1,592,274
2020	496,623	0	151,354	1,255	649,232	632,136	1,281,368
2021	593,394	0	60,775	1,305	655,473	456,256	1,111,729
2022	515,440	0	0	614,190	1,129,631	0	1,129,631
2023	502,453	0	0	7,965	510,417	295,532	805,950
2024	541,558	1,364	339,966	614,895	1,497,783	251,620	1,749,403
2025	640,287	1,804	504,022	1,326,600	2,562,812	752,020	3,314,832

2025	640,287	1,894	594,032	1,326,600	2,562,812	752,080	3,314,892

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2012	5	1,331,716	1,919,279	266,343	383,856
2013	5	1,216,667	1,439,247	243,333	287,849
2014	5	1,161,968	1,858,940	232,394	371,788
2015	5	1,190,667	3,072,917	238,133	614,583
2016	6	1,105,968	1,297,380	184,328	216,230
2017	5	1,329,756	3,080,237	265,951	616,047
2018	5	1,672,206	3,646,438	334,441	729,288
2019	3	1,122,022	1,974,021	374,007	658,007
2020	4	1,285,313	1,655,508	321,328	413,877
2021	4	1,400,082	1,527,400	350,021	381,850
2022	4	1,337,462	2,827,444	334,366	706,861
2023	5	1,285,353	1,440,371	257,071	288,074
2024	4	1,379,989	3,894,258	344,997	973,565
2025	4	1,031,736	3,641,148	257,934	910,287

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
0	1	0	0
2012	6	284,204	47,367
2013	8	244,516	30,565
2014	7	237,086	33,869
2015	6	220,500	36,750
2016	7	221,689	31,670
2017	6	235,677	39,280
2018	5	243,963	48,793
2019	7	232,669	33,238
2020	6	221,233	36,872
2021	5	260,266	52,053
2022	6	245,105	40,851
2023	6	263,041	43,840
2024	6	283,513	47,252

2024	6	283,513	47,252
2025	7	278,680	39,811

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2012	3,647,000	641,000	837,000	0	5,125,000	2,520,000	7,645,000
2013	3,647,000	639,000	0	0	4,286,000	2,684,000	6,970,000
2014	3,865,000	674,000	1,646,000	0	6,185,000	2,848,000	9,033,000
2015	4,708,000	823,000	6,600,000	0	12,131,000	4,603,000	16,734,000
2016	5,014,000	778,000	0	27,000	5,819,000	4,694,000	10,513,000
2017	6,420,000	1,013,000	7,747,000	0	15,180,000	6,425,000	21,605,000
2018	7,912,000	0	10,682,000	37,000	18,631,000	6,580,000	25,211,000
2019	7,912,000	0	5,672,000	31,000	13,615,000	10,043,000	23,658,000
2020	8,308,000	0	2,532,000	21,000	10,861,000	10,575,000	21,436,000
2021	8,641,000	0	885,000	19,000	9,545,000	6,644,000	16,189,000
2022	9,030,000	0	0	10,760,000	19,790,000	0	19,790,000
2023	9,526,000	0	0	151,000	9,677,000	5,603,000	15,280,000
2024	9,526,000	24,000	5,980,000	10,816,000	26,346,000	4,426,000	30,772,000
2025	11,157,000	33,000	10,351,000	23,116,000	44,657,000	13,105,000	57,762,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2012	5	10,707,000	15,431,000	2,141,400	3,086,200
2013	5	11,315,000	13,385,000	2,263,000	2,677,000
2014	5	12,282,000	19,649,000	2,456,400	3,929,800
2015	5	14,288,000	36,875,000	2,857,600	7,375,000
2016	6	15,196,000	17,826,000	2,532,667	2,971,000
2017	5	17,965,000	41,614,000	3,593,000	8,322,800
2018	5	23,744,000	51,681,000	4,748,800	10,336,200
2019	3	16,671,000	29,330,000	5,557,000	9,776,667
2020	4	21,502,000	27,695,000	5,375,500	6,923,750
2021	4	20,388,000	22,242,000	5,097,000	5,560,500
2022	4	23,431,000	49,534,000	5,857,750	12,383,500
2023	5	24,369,000	27,308,000	4,873,800	5,461,600
2024	4	24,274,000	68,500,000	6,068,500	17,125,000
2025	4	17,978,000	62,447,000	4,494,500	15,861,750

2025	4	17,978,000	63,447,000	4,494,500	15,861,750