Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Kloppers	Marius	Male	Yes	No
2009	Kloppers	Marius	Male	Yes	Yes
2010	Kloppers	Marius	Male	Yes	Yes
2010	Mackenzie	Andrew	Male	No	No
2011	Kloppers	Marius	Male	Yes	Yes
2012	Kloppers	Marius	Male	Yes	Yes
2013	Kloppers	Marius	Male	No	No
2013	Mackenzie	Andrew	Male	No	No
2014	Mackenzie	Andrew	Male	Yes	Yes
2015	Mackenzie	Andrew	Male	Yes	Yes
2016	Mackenzie	Andrew	Male	Yes	Yes
2017	Mackenzie	Andrew	Male	Yes	Yes
2018	Mackenzie	Andrew	Male	Yes	Yes
2019	Mackenzie	Andrew	Male	Yes	Yes
2020	Mackenzie	Andrew	Male	No	No
2020	Henry	Mike	Male	No	No
2021	Henry	Mike	Male	Yes	Yes
2022	Henry	Mike	Male	Yes	Yes
2023	Henry	Mike	Male	Yes	Yes
2024	Henry	Mike	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	1,478,336	657,160	1,591,880	0	3,727,377	2,331,734	6,059,111
2009	2,102,321	883,551	1,819,140	0	4,805,012	6,113,223	10,918,235
2010	2,311,846	932,113	2,461,208	0	5,705,166	4,028,962	9,734,128
2011	2,114,814	931,634	2,351,448	0	5,397,896	10,407,897	15,805,793
2012	2,201,000	989,744	0	0	3,190,744	8,799,983	11,990,727
2013	2,148,000	1,596,000	1,570,000	0	5,314,000	11,575,000	16,889,000
2014	1,700,000	517,000	1,568,000	0	3,785,000	9,725,577	13,510,577

2015	1,700,000	570,000	1,156,000	0	3,426,000	0	3,426,000
2016	1,700,000	541,000	874,000	0	3,115,000	2,792,000	5,907,000
2017	1,700,000	515,000	1,922,000	0	4,137,000	2,955,000	7,092,000
2018	1,700,000	509,000	2,003,000	0	4,212,000	3,894,000	8,106,000
2019	1,700,000	1,090,000	653,000	425,000	3,868,000	4,037,000	7,905,000
2020	1,700,000	210,000	1,306,000	2,009,000	5,225,000	3,181,000	8,406,000
2021	1,700,000	20,000	4,692,000	170,000	6,582,000	7,939,000	14,521,000
2022	1,700,000	338,000	3,917,000	0	5,955,000	8,712,000	14,667,000
2023	1,742,000	174,000	3,762,000	7,000	5,685,000	8,032,000	13,717,000
2024	1,808,000	216,000	3,113,000	0	5,137,000	3,376,000	8,513,000

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	1	1,478,336	3,727,377	1,478,336	3,727,377
2009	1	2,102,321	4,805,012	2,102,321	4,805,012
2010	2	2,311,846	5,705,166	1,155,923	2,852,583
2011	1	2,114,814	5,397,896	2,114,814	5,397,896
2012	1	2,201,000	3,190,744	2,201,000	3,190,744
2013	2	2,148,000	5,314,000	1,074,000	2,657,000
2014	1	1,700,000	3,785,000	1,700,000	3,785,000
2015	2	2,700,000	6,755,000	1,350,000	3,377,500
2016	2	2,700,000	5,133,000	1,350,000	2,566,500
2017	2	2,700,000	6,681,000	1,350,000	3,340,500
2018	2	2,700,000	6,747,000	1,350,000	3,373,500
2019	2	2,700,000	6,240,000	1,350,000	3,120,000
2020	2	1,700,000	5,225,000	850,000	2,612,500
2021	1	1,700,000	6,582,000	1,700,000	6,582,000
2022	1	1,700,000	5,955,000	1,700,000	5,955,000
2023	1	1,742,000	5,685,000	1,742,000	5,685,000
2024	1	1,808,000	5,137,000	1,808,000	5,137,000

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	2,399,012	239,901
2009	12	4,048,581	337,382
2010	14	6,001,524	428,680

2010	14	6,001,524	428,680
2011	12	3,541,432	295,119
2012	12	4,259,484	354,957
2013	12	4,665,000	388,750
2014	13	4,695,000	361,154
2015	11	3,132,000	284,727
2016	12	3,608,000	300,667
2017	12	2,676,000	223,000
2018	11	2,923,000	265,727
2019	11	2,518,000	228,909
2020	13	3,508,000	269,846
2021	13	3,167,000	243,615
2022	13	3,264,000	251,077
2023	12	2,949,000	245,750
2024	11	3,188,000	289,818

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	12,225,840	5,434,717	13,164,851	0	30,825,408	19,283,442	50,108,850
2009	18,042,120	7,582,636	15,611,861	0	41,236,617	52,463,680	93,700,297
2010	16,615,238	6,699,093	17,688,700	0	41,003,031	28,956,150	69,959,181
2011	14,788,909	6,514,923	16,443,692	0	37,747,524	72,782,497	110,530,022
2012	17,195,313	7,732,375	0	0	24,927,688	68,749,867	93,677,555
2013	19,527,273	14,509,091	14,272,727	0	48,309,091	105,227,273	153,536,364
2014	17,000,000	5,170,000	15,680,000	0	37,850,000	97,255,770	135,105,770
2015	18,888,889	6,333,333	12,844,444	0	38,066,667	0	38,066,667
2016	24,285,714	7,728,571	12,485,714	0	44,500,000	39,885,714	84,385,714
2017	21,250,000	6,437,500	24,025,000	0	51,712,500	36,937,500	88,650,000
2018	26,153,846	7,830,769	30,815,385	0	64,800,000	59,907,692	124,707,692
2019	25,000,000	16,029,412	9,602,941	6,250,000	56,882,353	59,367,647	116,250,000
2020	28,333,333	3,500,000	21,766,667	33,483,333	87,083,333	53,016,667	140,100,000
2021	23,611,111	277,778	65,166,667	2,361,111	91,416,667	110,263,889	201,680,556
2022	26,984,127	5,365,079	62,174,603	0	94,523,810	138,285,714	232,809,524
2023	32,867,925	3,283,019	70,981,132	132,075	107,264,151	151,547,170	258,811,321
2024	33,481,481	4,000,000	57,648,148	0	95,129,630	62,518,519	157,648,148

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	1	12,225,840	30,825,408	12,225,840	30,825,408
2009	1	18,042,120	41,236,617	18,042,120	41,236,617
2010	2	16,615,238	41,003,031	8,307,619	20,501,515
2011	1	14,788,909	37,747,524	14,788,909	37,747,524
2012	1	17,195,313	24,927,688	17,195,313	24,927,688
2013	2	19,527,273	48,309,091	9,763,636	24,154,545
2014	1	17,000,000	37,850,000	17,000,000	37,850,000
2015	2	31,388,889	79,679,167	15,694,444	39,839,583
2016	2	38,571,429	73,328,571	19,285,714	36,664,286
2017	2	33,750,000	83,512,500	16,875,000	41,756,250
2018	2	41,538,462	103,800,000	20,769,231	51,900,000
2019	2	39,705,882	91,764,706	19,852,941	45,882,353
2020	2	28,333,333	87,083,333	14,166,667	43,541,667
2021	1	23,611,111	91,416,667	23,611,111	91,416,667
2022	1	26,984,127	94,523,810	26,984,127	94,523,810
2023	1	32,867,925	107,264,151	32,867,925	107,264,151
2024	1	33,481,481	95,129,630	33,481,481	95,129,630