Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Thomson	Clive B	Male	Yes	Yes
2009	Thomson	Clive B	Male	Yes	Yes
2010	Thomson	Clive B	Male	Yes	Yes
2011	Thomson	Clive B	Male	Yes	Yes
2012	Thomson	Clive B	Male	Yes	Yes
2013	Thomson	Clive B	Male	Yes	Yes
2014	Thomson	Clive B	Male	Yes	Yes
2015	Sewela	Dominic	Male	Yes	Yes
2016	Thomson	Clive B	Male	Yes	Yes
2017	Thomson	Clive B	Male	No	No
2017	Sewela	Dominic	Male	Yes	Yes
2018	Sewela	Dominic	Male	Yes	Yes
2019	Sewela	Dominic	Male	Yes	Yes
2020	Sewela	Dominic	Male	Yes	Yes
2021	Sewela	Dominic	Male	Yes	Yes
2022	Sewela	Dominic	Male	Yes	Yes
2023	Sewela	Dominic	Male	Yes	Yes
2024	Sewela	Dominic	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	468,319	147,400	525,756	0	1,141,475	226,819	1,368,294
2009	554,766	167,677	375,087	0	1,097,530	0	1,097,530
2010	722,073	203,502	649,061	0	1,574,636	124,276	1,698,913
2011	827,023	182,948	1,152,746	0	2,162,717	0	2,162,717
2012	786,443	169,527	978,980	0	1,934,950	0	1,934,950
2013	749,785	167,097	1,031,075	0	1,947,957	0	1,947,957
2014	718,259	158,562	601,608	0	1,478,430	2,998,084	4,476,514
2015	321,667	74,667	187,583	142,583	726,500	462,243	1,188,743
2016	599,927	133,042	458,661	3,785	1,195,415	0	1,195,415

2017	785,418	160,030	957,143	2,431,532	4,334,123	0	4,334,123
2018	606,321	92,401	766,122	20,384	1,485,227	0	1,485,227
2019	608,991	113,399	394,576	0	1,116,966	0	1,116,966
2020	439,536	49,017	0	17,275	505,828	0	505,828
2021	634,940	77,462	1,147,164	7,485	1,867,051	0	1,867,051
2022	558,365	73,235	823,734	5,765	1,461,099	0	1,461,099
2023	589,641	91,882	871,881	2,215	1,555,620	0	1,555,620
2024	641,558	116,373	0	35,077	793,007	782,604	1,575,611

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	8	2,034,825	4,642,563	254,353	580,320
2009	5	1,767,420	3,518,178	353,484	703,636
2010	6	2,636,068	5,434,826	439,345	905,804
2011	6	3,002,746	7,289,595	500,458	1,214,933
2012	6	2,957,338	6,971,891	492,890	1,161,982
2013	6	2,943,118	7,075,591	490,520	1,179,265
2014	7	3,151,088	6,106,149	450,155	872,307
2015	6	2,494,667	4,852,917	415,778	808,819
2016	5	2,136,681	3,771,106	427,336	754,221
2017	5	1,561,677	7,014,147	312,335	1,402,829
2018	2	936,932	2,257,457	468,466	1,128,729
2019	4	891,042	1,499,764	222,761	374,941
2020	2	619,523	733,098	309,761	366,549
2021	2	947,054	2,894,932	473,527	1,447,466
2022	2	882,813	2,225,983	441,406	1,112,992
2023	2	901,577	2,307,189	450,789	1,153,595
2024	2	955,031	1,198,806	477,516	599,403

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	992,987	99,299
2009	8	722,792	90,349
2010	9	887,304	98,589
2011	9	861,994	95,777
2012	11	824,453	75,859

2012	11	834,453	75,859
2013	9	814,194	90,466
2014	11	822,233	74,748
2015	10	849,917	84,992
2016	11	699,854	63,623
2017	11	612,139	55,649
2018	10	816,761	81,676
2019	12	866,209	72,184
2020	10	717,198	71,720
2021	9	845,557	93,951
2022	10	730,407	73,041
2023	11	822,828	74,803
2024	9	1,346,902	149,656

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	3,873,000	1,219,000	4,348,000	0	9,440,000	1,875,789	11,315,789
2009	4,761,000	1,439,000	3,219,000	0	9,419,000	0	9,419,000
2010	5,113,000	1,441,000	4,596,000	0	11,150,000	880,000	12,030,000
2011	5,723,000	1,266,000	7,977,000	0	14,966,000	0	14,966,000
2012	6,323,000	1,363,000	7,871,000	0	15,557,000	0	15,557,000
2013	6,973,000	1,554,000	9,589,000	0	18,116,000	0	18,116,000
2014	7,592,000	1,676,000	6,359,000	0	15,627,000	31,689,752	47,316,752
2015	3,860,000	896,000	2,251,000	1,711,000	8,718,000	5,546,915	14,264,915
2016	8,243,000	1,828,000	6,302,000	52,000	16,425,000	0	16,425,000
2017	10,611,000	2,162,000	12,931,000	32,850,000	58,554,000	0	58,554,000
2018	8,537,000	1,301,000	10,787,000	287,000	20,912,000	0	20,912,000
2019	9,049,000	1,685,000	5,863,000	0	16,597,000	0	16,597,000
2020	7,353,000	820,000	0	289,000	8,462,000	0	8,462,000
2021	9,246,000	1,128,000	16,705,000	109,000	27,188,000	0	27,188,000
2022	9,782,000	1,283,000	14,431,000	101,000	25,597,000	0	25,597,000
2023	11,179,000	1,742,000	16,530,000	42,000	29,493,000	0	29,493,000
2024	11,285,000	2,047,000	0	617,000	13,949,000	13,766,000	27,715,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	8	16,828,000	38,394,000	2,103,500	4,799,250
2009	5	15,168,000	30,193,000	3,033,600	6,038,600
2010	6	18,666,000	38,484,000	3,111,000	6,414,000
2011	6	20,779,000	50,444,000	3,463,167	8,407,333
2012	6	23,777,000	56,054,000	3,962,833	9,342,333
2013	6	27,371,000	65,803,000	4,561,833	10,967,167
2014	7	33,307,000	64,542,000	4,758,143	9,220,286
2015	6	29,936,000	58,235,000	4,989,333	9,705,833
2016	5	29,358,000	51,815,000	5,871,600	10,363,000
2017	5	21,237,000	95,362,000	4,247,400	19,072,400
2018	2	13,192,000	31,785,000	6,596,000	15,892,500
2019	4	13,240,000	22,285,000	3,310,000	5,571,250
2020	2	10,364,000	12,264,000	5,182,000	6,132,000
2021	2	13,791,000	42,156,000	6,895,500	21,078,000
2022	2	15,466,000	38,997,000	7,733,000	19,498,500
2023	2	17,093,000	43,742,000	8,546,500	21,871,000
2024	2	16,799,000	21,087,000	8,399,500	10,543,500