

Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Goldrick	PK	Male	Yes	Yes
2009	Goldrick	PK	Male	Yes	Yes
2010	Goldrick	PK	Male	Yes	Yes
2011	Goldrick	PK	Male	Yes	Yes
2012	Goldrick	PK	Male	No	No
2012	de Jager	WF	Male	Yes	Yes
2013	de Jager	WF	Male	Yes	Yes
2014	de Jager	WF	Male	Yes	Yes
2015	de Jager	WF	Male	Yes	Yes
2015	Hickey	Hester Helena	Female	Yes	Yes
2016	de Jager	WF	Male	Yes	Yes
2017	de Jager	WF	Male	Yes	Yes
2018	de Jager	WF	Male	Yes	Yes
2019	de Jager	WF	Male	Yes	Yes
2020	de Jager	WF	Male	Yes	Yes
2021	de Jager	WF	Male	Yes	Yes
2022	de Jager	WF	Male	Yes	Yes
2023	de Jager	WF	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus:	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	244,861	24,184	221,765	0	490,810	0	490,810
2009	263,225	23,887	166,628	0	453,740	0	453,740
2010	289,411	30,193	0	0	319,605	0	319,605
2011	317,908	31,089	268,338	0	617,335	0	617,335
2012	494,710	65,419	336,387	0	896,516	976,645	1,873,161
2013	269,432	49,318	0	0	318,750	0	318,750
2014	244,648	43,298	107,522	0	395,468	232,401	627,869
2015	275,437	37,500	205,857	0	518,794	1,577,622	2,096,416
2016	197,695	22,915	188,949	9,424	418,983	1,412,814	1,831,797
2017	255,000	24,000	20,000	5,500	304,500	0	304,500

2017	255,283 34,303	29,479	5,513 324,579	0	324,579
2018	275,492 25,000	29,073	16,924 346,489	0	346,489
2019	302,937 52,988	34,846	0 390,772	0	390,772
2020	299,977 45,227	51,521	24,828 421,553	0	421,553
2021	412,915 60,118	447,792	0 920,826	17,762	938,588
2022	390,250 0	44,698	58,689 493,637	159,291	652,928
2023	376,318 35,034	39,666	19,327 470,344	121,499	591,843

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	693,833	1,398,307	138,767	279,661
2009	5	775,577	1,336,285	155,115	267,257
2010	5	980,381	1,191,457	196,076	238,291
2011	6	1,104,298	1,905,014	184,050	317,502
2012	5	1,067,742	1,862,323	213,548	372,465
2013	4	823,409	991,250	205,852	247,813
2014	4	746,191	1,163,549	186,548	290,887
2015	4	727,273	1,408,916	181,818	352,229
2016	4	604,068	1,220,407	151,017	305,102
2017	4	780,398	975,881	195,100	243,970
2018	6	855,548	1,082,725	142,591	180,454
2019	5	1,033,888	1,297,323	206,778	259,465
2020	5	959,144	1,301,317	191,829	260,263
2021	5	1,148,353	2,323,817	229,671	464,763
2022	4	1,020,133	1,256,664	255,033	314,166
2023	4	1,008,199	1,227,558	252,050	306,890

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	4	134,099	33,525
2009	4	160,452	40,113
2010	4	229,999	57,500
2011	4	242,407	60,602
2012	5	291,226	58,245
2013	6	232,727	38,788
2014	6	165,294	27,547

2014	0	100,204	21,041
2015	6	231,993	38,666
2016	6	165,017	27,503
2017	5	170,291	34,058
2018	6	179,284	29,881
2019	7	206,339	29,477
2020	7	207,891	29,699
2021	6	224,435	37,406
2022	6	323,077	53,846
2023	6	250,666	41,778

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,025,000	200,000	1,834,000	0	4,059,000	0	4,059,000
2009	2,259,000	205,000	1,430,000	0	3,894,000	0	3,894,000
2010	2,080,000	217,000	0	0	2,297,000	0	2,297,000
2011	2,219,000	217,000	1,873,000	0	4,309,000	0	4,309,000
2012	3,834,000	507,000	2,607,000	0	6,948,000	7,569,000	14,517,000
2013	2,371,000	434,000	0	0	2,805,000	0	2,805,000
2014	2,537,000	449,000	1,115,000	0	4,101,000	2,410,000	6,511,000
2015	3,151,000	429,000	2,355,000	0	5,935,000	18,048,000	23,983,000
2016	2,916,000	338,000	2,787,000	139,000	6,180,000	20,839,000	27,019,000
2017	3,334,000	448,000	385,000	72,000	4,239,000	0	4,239,000
2018	3,923,000	356,000	414,000	241,000	4,934,000	0	4,934,000
2019	4,425,000	774,000	509,000	0	5,708,000	0	5,708,000
2020	5,147,000	776,000	884,000	426,000	7,233,000	0	7,233,000
2021	5,742,000	836,000	6,227,000	0	12,805,000	247,000	13,052,000
2022	6,164,000	0	706,000	927,000	7,797,000	2,516,000	10,313,000
2023	7,068,000	658,000	745,000	363,000	8,834,000	2,282,000	11,116,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	5,738,000	11,564,000	1,147,600	2,312,800
2009	5	6,656,000	11,468,000	1,331,200	2,293,600
2010	5	7,046,000	8,563,000	1,409,200	1,712,600
2011	6	7,700,000	10,007,000	1,283,333	1,667,833

2011	6	7,708,000	13,297,000	1,284,667	2,216,167
2012	5	8,275,000	14,433,000	1,655,000	2,886,600
2013	4	7,246,000	8,723,000	1,811,500	2,180,750
2014	4	7,738,000	12,066,000	1,934,500	3,016,500
2015	4	8,320,000	16,118,000	2,080,000	4,029,500
2016	4	8,910,000	18,001,000	2,227,500	4,500,250
2017	4	10,192,000	12,745,000	2,548,000	3,186,250
2018	6	12,183,000	15,418,000	2,030,500	2,569,667
2019	5	15,102,000	18,950,000	3,020,400	3,790,000
2020	5	16,457,000	22,328,000	3,291,400	4,465,600
2021	5	15,969,000	32,315,000	3,193,800	6,463,000
2022	4	16,113,000	19,849,000	4,028,250	4,962,250
2023	4	18,936,000	23,056,000	4,734,000	5,764,000