Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Moolman	Terry D	Male	Yes	Yes
2009	Moolman	Terry D	Male	Yes	Yes
2010	Moolman	Terry D	Male	Yes	Yes
2011	Moolman	Terry D	Male	Yes	Yes
2012	Moolman	Terry D	Male	Yes	Yes
2013	Moolman	Terry D	Male	Yes	Yes
2014	Moolman	Terry D	Male	Yes	Yes
2015	Moolman	Terry D	Male	Yes	Yes
2016	Moolman	Terry D	Male	Yes	Yes
2017	Moolman	Terry D	Male	Yes	Yes
2018	Moolman	Terry D	Male	Yes	Yes
2019	Moolman	Terry D	Male	Yes	Yes
2020	Moolman	Terry D	Male	Yes	Yes
2021	Moolman	Terry D	Male	Yes	Yes
2022	Moolman	Terry D	Male	Yes	Yes
2023	Moolman	Terry D	Male	Yes	Yes
2024	Moolman	Terry D	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	302,297	0	0	0	302,297	684,764	987,062
2009	291,307	0	0	0	291,307	0	291,307
2010	382,635	0	0	0	382,635	0	382,635
2011	429,799	18,052	0	0	447,851	0	447,851
2012	387,097	0	0	0	387,097	0	387,097
2013	357,955	0	0	0	357,955	0	357,955
2014	318,997	0	0	0	318,997	0	318,997
2015	295,455	0	0	0	295,455	0	295,455
2016	244,068	0	0	0	244,068	0	244,068
2017	275,651	0	0	0	275,651	0	275,651

2018	265,449	0	0	0	265,449	0	265,449
2019	258,780	0	0	0	258,780	0	258,780
2020	208,066	0	0	0	208,066	0	208,066
2021	291,867	0	0	0	291,867	0	291,867
2022	273,758	0	0	0	273,758	0	273,758
2023	239,431	0	0	0	239,431	0	239,431
2024	244,738	0	0	0	244,738	0	244,738

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	4	875,695	1,219,105	218,924	304,776
2009	4	867,513	1,550,921	216,878	387,730
2010	4	1,156,254	1,449,979	289,064	362,495
2011	4	1,336,533	1,711,175	334,133	427,794
2012	4	1,226,065	1,824,129	306,516	456,032
2013	4	1,124,659	2,036,477	281,165	509,119
2014	4	982,642	1,803,182	245,661	450,796
2015	3	674,038	1,289,073	224,679	429,691
2016	3	541,153	1,056,475	180,384	352,158
2017	3	642,496	1,213,629	214,165	404,543
2018	3	613,062	1,133,778	204,354	377,926
2019	3	608,818	1,118,369	202,939	372,790
2020	4	489,393	923,010	122,348	230,752
2021	3	802,905	844,539	267,635	281,513
2022	3	755,112	1,042,735	251,704	347,578
2023	3	669,364	924,396	223,121	308,132
2024	3	716,702	951,052	238,901	317,017

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	5	93,591	18,718
2009	5	93,218	18,644
2010	5	44,525	8,905
2011	4	57,307	14,327
2012	5	196,129	39,226
2013	5	187,955	37,591

2013	5	187,955	37,591
2014	5	213,308	42,662
2015	7	346,241	49,463
2016	5	122,508	24,502
2017	5	149,694	29,939
2018	5	141,713	28,343
2019	5	147,121	29,424
2020	5	123,499	24,700
2021	5	164,809	32,962
2022	5	149,478	29,896
2023	5	132,041	26,408
2024	4	130,146	32,537
22024	1	12,454	12,454

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,500,000	0	0	0	2,500,000	5,663,000	8,163,000
2009	2,500,000	0	0	0	2,500,000	0	2,500,000
2010	2,750,000	0	0	0	2,750,000	0	2,750,000
2011	3,000,000	126,000	0	0	3,126,000	0	3,126,000
2012	3,000,000	0	0	0	3,000,000	0	3,000,000
2013	3,150,000	0	0	0	3,150,000	0	3,150,000
2014	3,308,000	0	0	0	3,308,000	0	3,308,000
2015	3,380,000	0	0	0	3,380,000	0	3,380,000
2016	3,600,000	0	0	0	3,600,000	0	3,600,000
2017	3,600,000	0	0	0	3,600,000	0	3,600,000
2018	3,780,000	0	0	0	3,780,000	0	3,780,000
2019	3,780,000	0	0	0	3,780,000	0	3,780,000
2020	3,570,000	0	0	0	3,570,000	0	3,570,000
2021	4,059,000	0	0	0	4,059,000	0	4,059,000
2022	4,324,000	0	0	0	4,324,000	0	4,324,000
2023	4,497,000	0	0	0	4,497,000	0	4,497,000
2024	4,500,000	0	0	0	4,500,000	0	4,500,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	4	7,242,000	10,082,000	1,810,500	2,520,500
2009	4	7,445,000	13,310,000	1,861,250	3,327,500
2010	4	8,310,000	10,421,000	2,077,500	2,605,250
2011	4	9,329,000	11,944,000	2,332,250	2,986,000
2012	4	9,502,000	14,137,000	2,375,500	3,534,250
2013	4	9,897,000	17,921,000	2,474,250	4,480,250
2014	4	10,190,000	18,699,000	2,547,500	4,674,750
2015	3	7,711,000	14,747,000	2,570,333	4,915,667
2016	3	7,982,000	15,583,000	2,660,667	5,194,333
2017	3	8,391,000	15,850,000	2,797,000	5,283,333
2018	3	8,730,000	16,145,000	2,910,000	5,381,667
2019	3	8,893,000	16,336,012	2,964,333	5,445,337
2020	4	8,397,000	15,837,000	2,099,250	3,959,250
2021	3	11,166,000	11,745,000	3,722,000	3,915,000
2022	3	11,927,000	16,470,000	3,975,667	5,490,000
2023	3	12,572,000	17,362,000	4,190,667	5,787,333
2024	3	13,178,000	17,487,000	4,392,667	5,829,000