Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2010	Ross	Clifford	Male	Yes	Yes
2011	Ross	Clifford	Male	Yes	Yes
2012	Ross	Clifford	Male	Yes	Yes
2013	Ross	Clifford	Male	Yes	Yes
2014	Ross	Clifford	Male	Yes	Yes
2015	Ross	Clifford	Male	Yes	Yes
2016	Ross	Clifford	Male	Yes	Yes
2017	Ross	Clifford	Male	Yes	Yes
2018	Ross	Clifford	Male	Yes	Yes
2019	Widegger	Andrew	Male	Yes	Yes
2020	Widegger	Andrew	Male	Yes	Yes
2021	Widegger	Andrew	Male	Yes	Yes
2022	Widegger	Andrew	Male	Yes	Yes
2024	Widegger	Andrew	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	319,683	69,353	264,201	0	653,236	0	653,236
2011	400,573	61,032	141,977	0	603,582	237,679	841,261
2012	388,903	67,097	241,419	0	697,419	224,000	921,419
2013	367,386	58,636	284,091	0	710,114	274,773	984,886
2014	342,719	54,098	266,345	0	663,163	353,713	1,016,876
2015	334,878	61,538	295,979	0	692,395	0	692,395
2016	281,966	45,085	227,390	4,271	558,712	210,847	769,559
2017	342,879	33,614	137,902	54,900	569,296	236,141	805,436
2018	354,238	4,692	52,212	56,681	467,824	63,012	530,836
2019	323,270	51,756	92,490	2,328	469,843	46,279	516,122
2020	294,556	1,865	0	37,359	333,780	0	333,780
2021	391,673	11,505	0	0	403,178	0	403,178
2022	365,305	2,026	0	133,903	501,235	0	501,235
2024	326,225	58,728	95,448	1,710	482,201	0	482,201

2024	336,325	53,788	95,448	1,740	487,301	0	487,301

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	2	580,449	1,168,296	290,225	584,148
2011	2	727,507	1,098,567	363,754	549,284
2012	2	705,290	1,257,419	352,645	628,710
2013	2	665,909	1,308,750	332,955	654,375
2014	2	613,983	1,186,692	306,991	593,346
2015	2	599,126	1,236,189	299,563	618,094
2016	2	501,492	991,661	250,746	495,831
2017	2	608,346	986,064	304,173	493,032
2018	2	612,468	873,231	306,234	436,616
2019	3	639,967	916,068	213,322	305,356
2020	4	588,180	688,192	147,045	172,048
2021	3	757,245	781,477	252,415	260,492
2022	3	709,972	967,395	236,657	322,465
2023	3	615,004	1,427,218	205,001	475,739
2024	3	687,769	954,207	229,256	318,069

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	7	206,737	29,534
2011	8	239,895	29,987
2012	7	250,323	35,760
2013	7	250,909	35,844
2014	7	230,762	32,966
2015	8	229,983	28,748
2016	8	205,220	25,653
2017	8	258,729	32,341
2018	8	277,968	34,746
2019	8	263,778	32,972
2020	8	219,664	27,458
2021	7	251,025	35,861
2022	8	248,433	31,054
2023	9	268,768	29,863

2023	9	268,768	29,863
2024	9	273,019	30,335

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	2,420,000	525,000	2,000,000	0	4,945,000	0	4,945,000
2011	2,796,000	426,000	991,000	0	4,213,000	1,659,000	5,872,000
2012	3,014,000	520,000	1,871,000	0	5,405,000	1,736,000	7,141,000
2013	3,233,000	516,000	2,500,000	0	6,249,000	2,418,000	8,667,000
2014	3,554,000	561,000	2,762,000	0	6,877,000	3,668,000	10,545,000
2015	3,831,000	704,000	3,386,000	0	7,921,000	0	7,921,000
2016	4,159,000	665,000	3,354,000	63,000	8,241,000	3,110,000	11,351,000
2017	4,478,000	439,000	1,801,000	717,000	7,435,000	3,084,000	10,519,000
2018	4,756,000	63,000	701,000	761,000	6,281,000	846,000	7,127,000
2019	4,722,000	756,000	1,351,000	34,000	6,863,000	676,000	7,539,000
2020	5,054,000	32,000	0	641,000	5,727,000	0	5,727,000
2021	5,447,000	160,000	0	0	5,607,000	0	5,607,000
2022	5,770,000	32,000	0	2,115,000	7,917,000	0	7,917,000
2024	6,184,000	989,000	1,755,000	32,000	8,960,000	0	8,960,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	2	4,394,000	8,844,000	2,197,000	4,422,000
2011	2	5,078,000	7,668,000	2,539,000	3,834,000
2012	2	5,466,000	9,745,000	2,733,000	4,872,500
2013	2	5,860,000	11,517,000	2,930,000	5,758,500
2014	2	6,367,000	12,306,000	3,183,500	6,153,000
2015	2	6,854,000	14,142,000	3,427,000	7,071,000
2016	2	7,397,000	14,627,000	3,698,500	7,313,500
2017	2	7,945,000	12,878,000	3,972,500	6,439,000
2018	2	8,223,000	11,724,000	4,111,500	5,862,000
2019	3	9,348,000	13,381,000	3,116,000	4,460,333
2020	4	10,092,000	11,808,000	2,523,000	2,952,000
2021	3	10,531,000	10,868,000	3,510,333	3,622,667
2022	3	11,214,000	15,280,000	3,738,000	5,093,333
2023	3	11,551,000	20,806,000	3,850,333	6,935,333

2023	3	11,551,000	26,806,000	3,850,333	8,935,333
2024	3	12,646,000	17,545,000	4,215,333	5,848,333