Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Gcabashe	Thulani S	Male	Yes	Yes
2008	Maroga	PJ (Jacob)	Male	No	No
2008	Gcabashe	Thulani S	Male	No	No
2009	Maroga	PJ (Jacob)	Male	Yes	Yes
2010	Maroga	PJ (Jacob)	Male	No	No
2011	Dames	Brian	Male	No	No
2012	Dames	Brian	Male	Yes	Yes
2013	Dames	Brian	Male	Yes	Yes
2014	Dames	Brian	Male	Yes	Yes
2015	Matona	Tshediso	Male	No	No
2016	Matona	Tshediso	Male	No	No
2016	Molefe	Brian	Male	No	No
2017	Koko	Matshela	Male	No	No
2017	Molefe	Brian	Male	No	No
2018	Hadebe	Phakamani	Male	No	No
2018	Molefe	Brian	Male	No	No
2019	Hadebe	Phakamani	Male	Yes	Yes
2020	de Ruyter	Andre	Male	No	No
2021	de Ruyter	Andre	Male	Yes	Yes
2022	de Ruyter	Andre	Male	Yes	Yes
2023	de Ruyter	Andre	Male	Yes	Yes
2024	Marokane	Dan	male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	655,461	0	219,007	0	874,468	0	874,468
2008	903,386	0	0	0	903,386	0	903,386
2009	577,954	0	0	0	577,954	79,404	657,358
2010	466,000	7,300	171,150	0	644,450	142,896	787,346
2011	473,398	29,526	182,312	0	685,237	114,345	799,582

2012	674,036	0	226,611	41,521	942,168	174,575	1,116,743
2013	588,235	23,765	158,706	0	770,706	225,059	995,765
2014	785,248	49,604	0	495,743	1,330,594	190,891	1,521,485
2015	271,248	2,984	0	0	274,231	0	274,231
2016	541,276	0	167,617	409,572	1,118,466	0	1,118,466
2017	737,649	5,878	268,304	54,464	1,066,295	52,902	1,119,196
2018	265,691	0	0	283	265,974	0	265,974
2019	114,617	0	0	278	114,895	0	114,895
2020	99,892	0	0	0	99,892	0	99,892
2021	469,302	0	0	6,533	475,835	0	475,835
2022	469,490	0	0	4,735	474,225	0	474,225
2023	353,163	0	0	25,011	378,174	0	378,174
2024	39,813	0	0	159	39,972	0	39,972

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	2	943,546	1,283,972	471,773	641,986
2008	3	1,239,661	1,298,549	413,220	432,850
2009	2	830,576	830,576	415,288	415,288
2010	3	754,765	979,722	251,588	326,574
2011	2	962,535	1,379,666	481,267	689,833
2012	2	1,189,943	1,682,529	594,972	841,264
2013	2	1,050,588	1,415,176	525,294	707,588
2014	3	1,152,574	2,027,624	384,191	675,875
2015	2	611,754	617,812	305,877	308,906
2016	5	882,010	1,975,289	176,402	395,058
2017	3	1,097,545	1,604,836	365,848	534,945
2018	4	676,491	1,054,637	169,123	263,659
2019	3	621,533	995,621	207,178	331,874
2020	3	593,889	593,889	197,963	197,963
2021	2	795,947	808,946	397,973	404,473
2022	2	796,265	811,070	398,133	405,535
2023	4	652,474	710,760	163,118	177,690
2024	3	471,228	487,101	157,076	162,367

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	13	666,525	51,271
2008	13	792,987	60,999
2009	17	714,752	42,044
2010	10	685,644	68,564
2011	11	953,900	86,718
2012	21	828,930	39,473
2013	12	1,226,178	102,182
2014	12	700,693	58,391
2015	21	873,781	41,609
2016	12	451,799	37,650
2017	11	477,679	43,425
2018	24	425,926	17,747
2019	18	476,611	26,478
2020	10	574,199	57,420
2021	8	396,307	49,538
2022	7	351,717	50,245
2023	17	441,762	25,986
2024	13	646,831	49,756

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	4,621,000	0	1,544,000	0	6,165,000	0	6,165,000
2008	7,471,000	0	0	0	7,471,000	0	7,471,000
2009	4,960,000	0	0	0	4,960,000	681,446	5,641,446
2010	3,447,000	54,000	1,266,000	0	4,767,000	1,057,000	5,824,000
2011	3,399,000	212,000	1,309,000	0	4,920,000	821,000	5,741,000
2012	5,000,000	0	1,681,000	308,000	6,989,000	1,295,000	8,284,000
2013	5,000,000	202,000	1,349,000	0	6,551,000	1,913,000	8,464,000
2014	7,931,000	501,000	0	5,007,000	13,439,000	1,928,000	15,367,000
2015	3,000,000	33,000	0	0	3,033,000	0	3,033,000
2016	7,973,000	0	2,469,000	6,033,000	16,475,000	0	16,475,000
2017	9,914,000	79,000	3,606,000	732,000	14,331,000	711,000	15,042,000
2018	3,759,000	0	0	4,000	3,763,000	0	3,763,000
2019	1,649,000	0	0	4,000	1,653,000	0	1,653,000
2020	1,664,000	0	0	0	1,664,000	0	1,664,000
2021	7,040,000	0	0	98,000	7,138,000	0	7,138,000
2022	7,040,000	0	0	71,000	7,111,000	0	7,111,000
2023	6,453,000	0	0	457,000	6,910,000	0	6,910,000

2023	6,453,000	0	0	457,000	6,910,000	0	6,910,000
2024	750,000	0	0	3,000	753,000	0	753,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	2	6,652,000	9,052,000	3,326,000	4,526,000
2008	3	10,252,000	10,739,000	3,417,333	3,579,667
2009	2	7,128,000	7,128,000	3,564,000	3,564,000
2010	3	5,583,000	7,247,000	1,861,000	2,415,667
2011	2	6,911,000	9,906,000	3,455,500	4,953,000
2012	2	8,827,000	12,481,000	4,413,500	6,240,500
2013	2	8,930,000	12,029,000	4,465,000	6,014,500
2014	3	11,641,000	20,479,000	3,880,333	6,826,333
2015	2	6,766,000	6,833,000	3,383,000	3,416,500
2016	5	12,992,000	29,096,000	2,598,400	5,819,200
2017	3	14,751,000	21,569,000	4,917,000	7,189,667
2018	4	9,571,000	14,921,000	2,392,750	3,730,250
2019	3	8,942,000	14,324,000	2,980,667	4,774,667
2020	3	9,893,000	9,893,000	3,297,667	3,297,667
2021	2	11,940,000	12,135,000	5,970,000	6,067,500
2022	2	11,940,000	12,162,000	5,970,000	6,081,000
2023	4	11,922,000	12,987,000	2,980,500	3,246,750
2024	3	8,877,000	9,176,000	2,959,000	3,058,667