Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2010	Nkosi	Sipho A	Male	Yes	Yes
2011	Nkosi	Sipho A	Male	Yes	Yes
2012	Nkosi	Sipho A	Male	Yes	Yes
2013	Nkosi	Sipho A	Male	Yes	Yes
2014	Nkosi	Sipho A	Male	Yes	Yes
2015	Nkosi	Sipho A	Male	Yes	Yes
2016	Mgojo	Mxolisi	Male	Yes	Yes
2017	Mgojo	Mxolisi	Male	Yes	Yes
2018	Mgojo	Mxolisi	Male	Yes	Yes
2019	Mgojo	Mxolisi	Male	Yes	Yes
2020	Mgojo	Mxolisi	Male	Yes	Yes
2021	Mgojo	Mxolisi	Male	Yes	Yes
2022	Mgojo	Mxolisi	Male	Yes	Yes
2023	Tsengwa	Nombasa	Female	Yes	Yes
2024	Tsengwa	Nombasa	Female	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	715,893	76,025	430,962	821	1,223,702	609,713	1,833,415
2011	782,989	84,081	474,303	1,062	1,342,435	1,021,072	2,363,508
2012	836,542	82,571	306,966	0	1,226,080	1,852,161	3,078,241
2013	706,314	78,916	414,276	0	1,199,506	1,247,938	2,447,443
2014	676,205	75,552	295,113	0	1,046,870	508,744	1,555,614
2015	600,106	67,049	364,607	407	1,032,169	203,185	1,235,354
2016	394,674	49,702	238,677	4,797	687,850	416,626	1,104,476
2017	420,882	16,541	264,391	40,421	742,236	0	742,236
2018	419,088	59,218	229,157	13,813	721,276	1,083,191	1,804,467
2019	449,464	64,056	190,002	364	703,886	0	703,886
2020	443,897	60,750	228,969	9,493	743,110	922,005	1,665,115
2021	437,229	60,039	256,740	11,359	765,366	1,438,520	2,203,886
2022	245,873	33,434	234,508	501,573	1,015,389	3,295,095	4,310,484

2023	425,344	34,297	233,490	16,481	709,612	661,536	1,371,149
2024	523,517	0	0	1,104	524,622	0	524,622

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	2	1,109,785	1,909,886	554,893	954,943
2011	2	1,271,525	2,170,062	635,763	1,085,031
2012	2	1,350,838	1,931,097	675,419	965,549
2013	2	1,149,326	2,003,034	574,663	1,001,517
2014	2	1,098,612	1,707,397	549,306	853,698
2015	3	1,354,900	2,316,696	451,633	772,232
2016	4	837,749	2,778,042	209,437	694,511
2017	2	709,713	1,241,564	354,857	620,782
2018	2	727,685	1,231,103	363,843	615,551
2019	2	785,825	1,218,707	392,912	609,354
2020	2	778,375	2,214,965	389,187	1,107,483
2021	3	1,104,581	1,891,931	368,194	630,644
2022	4	994,860	2,614,833	248,715	653,708
2023	2	745,514	1,195,180	372,757	597,590
2024	2	914,140	1,135,392	457,070	567,696

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	10	469,006	46,901
2011	10	591,327	59,133
2012	12	599,553	49,963
2013	12	769,089	64,091
2014	12	582,054	48,505
2015	12	548,428	45,702
2016	13	527,261	40,559
2017	12	597,411	49,784
2018	18	640,284	35,571
2019	12	778,422	64,868
2020	10	651,738	65,174
2021	13	709,137	54,549
2022	15	813,828	54,255

2022	15	813,828	54,255
2023	15	771,354	51,424
2024	14	825,667	58,976

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	5,233,180	555,744	3,150,335	6,005	8,945,264	4,457,001	13,402,265
2011	5,653,180	607,068	3,424,467	7,669	9,692,384	7,372,141	17,064,525
2012	6,859,647	677,084	2,517,124	0	10,053,855	15,187,718	25,241,573
2013	6,780,615	757,590	3,977,050	0	11,515,255	11,980,202	23,495,457
2014	7,323,305	818,224	3,196,069	0	11,337,598	5,509,697	16,847,295
2015	7,657,353	855,546	4,652,386	5,190	13,170,475	2,592,636	15,763,111
2016	5,430,710	683,895	3,284,193	66,013	9,464,811	5,732,776	15,197,587
2017	5,728,207	225,121	3,598,366	550,135	10,101,829	0	10,101,829
2018	6,075,096	858,423	3,321,854	200,240	10,455,613	15,701,939	26,157,552
2019	6,486,212	924,389	2,741,922	5,260	10,157,783	0	10,157,783
2020	6,620,730	906,086	3,415,080	141,586	11,083,482	13,751,712	24,835,194
2021	6,947,131	953,956	4,079,336	180,482	12,160,905	22,856,637	35,017,542
2022	4,243,282	577,008	4,047,137	8,656,154	17,523,581	56,866,749	74,390,330
2023	7,942,454	640,422	4,359,964	307,754	13,250,594	12,352,870	25,603,464
2024	9,547,386	0	0	20,139	9,567,525	0	9,567,525

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	2	8,112,529	13,961,267	4,056,265	6,980,634
2011	2	9,180,411	15,667,847	4,590,206	7,833,924
2012	2	11,076,872	15,834,998	5,538,436	7,917,499
2013	2	11,033,526	19,229,126	5,516,763	9,614,563
2014	2	11,897,971	18,491,106	5,948,986	9,245,553
2015	3	17,288,528	29,561,038	5,762,843	9,853,679
2016	4	11,527,420	38,225,860	2,881,855	9,556,465
2017	2	9,659,194	16,897,685	4,829,597	8,448,843
2018	2	10,548,528	17,846,066	5,274,264	8,923,033
2019	2	11,340,236	17,587,161	5,670,118	8,793,581
2020	2	11,609,457	33,036,203	5,804,729	16,518,102
2021	2	17,550,624	30,060,880	5,850,208	10,020,293

2021	3	17,550,684	30,060,889	5,850,228	10,020,296
2022	4	17,169,288	45,126,780	4,292,322	11,281,695
2023	2	13,920,983	22,317,591	6,960,492	11,158,796
2024	2	16,671,174	20,706,145	8,335,587	10,353,073