Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Nxasana	Sizwe E	Male	Yes	Yes
2009	Nxasana	Sizwe E	Male	Yes	Yes
2010	Nxasana	Sizwe E	Male	Yes	Yes
2011	Nxasana	Sizwe E	Male	Yes	Yes
2012	Nxasana	Sizwe E	Male	Yes	Yes
2013	Nxasana	Sizwe E	Male	Yes	Yes
2014	Nxasana	Sizwe E	Male	No	No
2015	Nxasana	Sizwe E	Male	Yes	Yes
2016	Nxasana	Sizwe E	Male	No	No
2016	Burger	Johan Petrus	Male	Yes	No
2017	Burger	Johan Petrus	Male	Yes	Yes
2018	Burger	Johan Petrus	Male	Yes	Yes
2019	Pullinger	Alan	Male	Yes	Yes
2020	Pullinger	Alan	Male	Yes	Yes
2021	Pullinger	Alan	Male	Yes	Yes
2022	Pullinger	Alan	Male	Yes	Yes
2023	Pullinger	Alan	Male	Yes	Yes
2024	Pullinger	Alan	Male	No	No
2024	Vilakazi	Mary	Female	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	491,536	82,588	979,444	0	1,553,567	0	1,553,567
2009	515,847	73,176	566,302	0	1,155,325	0	1,155,325
2010	717,685	98,789	809,795	0	1,626,270	87,102	1,713,371
2011	874,928	118,338	1,173,352	0	2,166,619	31,519	2,198,138
2012	853,419	111,871	1,238,710	0	2,204,000	0	2,204,000
2013	799,659	102,500	1,302,273	0	2,204,432	0	2,204,432
2014	725,362	93,153	964,320	132,690	1,915,526	7,484,083	9,399,609
2015	704,196	90,647	1,128,934	93,007	2,016,783	9,620,922	11,637,705

2016	716,881	96,814	892,542	154,102	1,860,339	4,245,424	6,105,763
2017	713,695	315,226	1,063,504	187,146	2,279,572	1,549,350	3,828,921
2018	690,730	27,669	1,920,506	0	2,638,904	1,369,382	4,008,287
2019	581,434	11,433	1,533,511	14,034	2,140,412	1,266,516	3,406,928
2020	522,846	15,386	562,420	10,432	1,111,085	1,168,318	2,279,403
2021	566,115	11,140	759,204	17,496	1,353,956	1,510,479	2,864,435
2022	578,474	12,092	875,214	18,613	1,484,394	1,572,650	3,057,043
2023	513,204	11,234	796,081	17,038	1,337,557	1,401,874	2,739,431
2024	1,036,439	42,856	1,857,290	13,161	2,949,747	2,564,584	5,514,331

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	1,035,067	3,415,719	517,533	1,707,860
2009	3	1,338,150	3,321,137	446,050	1,107,046
2010	2	1,379,435	3,161,820	689,718	1,580,910
2011	2	1,645,559	4,133,095	822,779	2,066,547
2012	2	1,598,710	4,206,581	799,355	2,103,290
2013	2	1,493,182	4,206,023	746,591	2,103,011
2014	3	1,751,109	4,983,414	583,703	1,661,138
2015	4	1,915,297	6,905,594	478,824	1,726,399
2016	4	1,420,000	3,918,983	355,000	979,746
2017	2	1,227,697	3,702,678	613,849	1,851,339
2018	6	2,695,295	10,199,649	449,216	1,699,941
2019	8	3,318,753	10,508,608	414,844	1,313,576
2020	7	2,439,737	5,547,092	348,534	792,442
2021	7	3,764,356	8,704,028	537,765	1,243,433
2022	6	3,404,938	9,634,030	567,490	1,605,672
2023	7	3,266,284	9,338,106	466,612	1,334,015
2024	3	1,404,634	3,714,527	468,211	1,238,176

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	8	1,176,542	147,068
2009	11	1,179,795	107,254
2010	9	1,754,835	194,982
2011	16	2,788,109	174,257

2011	16	2,788,109	174,257
2012	18	2,332,516	129,584
2013	18	2,638,295	146,572
2014	18	2,450,530	136,141
2015	15	2,093,357	139,557
2016	20	2,571,441	128,572
2017	22	3,132,244	142,375
2018	19	2,255,573	118,714
2019	15	2,168,412	144,561
2020	16	2,035,027	127,189
2021	12	2,492,342	207,695
2022	11	2,100,222	190,929
2023	9	1,819,987	202,221
2024	10	1,921,684	192,168

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,065,000	683,000	8,100,000	0	12,848,000	0	12,848,000
2009	4,427,000	628,000	4,860,000	0	9,915,000	0	9,915,000
2010	5,158,000	710,000	5,820,000	0	11,688,000	626,000	12,314,000
2011	6,107,000	826,000	8,190,000	0	15,123,000	220,000	15,343,000
2012	6,614,000	867,000	9,600,000	0	17,081,000	0	17,081,000
2013	7,037,000	902,000	11,460,000	0	19,399,000	0	19,399,000
2014	7,522,000	966,000	10,000,000	1,376,000	19,864,000	77,609,945	97,473,945
2015	8,056,000	1,037,000	12,915,000	1,064,000	23,072,000	110,063,347	133,135,347
2016	10,574,000	1,428,000	13,165,000	2,273,000	27,440,000	62,620,000	90,060,000
2017	9,328,000	4,120,000	13,900,000	2,446,000	29,794,000	20,250,000	50,044,000
2018	9,836,000	394,000	27,348,000	0	37,578,000	19,500,000	57,078,000
2019	8,493,000	167,000	22,400,000	205,000	31,265,000	18,500,000	49,765,000
2020	8,971,000	264,000	9,650,000	179,000	19,064,000	20,046,000	39,110,000
2021	8,995,000	177,000	12,063,000	278,000	21,513,000	24,000,000	45,513,000
2022	9,137,000	191,000	13,824,000	294,000	23,446,000	24,840,000	48,286,000
2023	9,639,000	211,000	14,952,000	320,000	25,122,000	26,330,000	51,452,000
2024	19,057,000	788,000	34,150,000	242,000	54,237,000	47,155,000	101,392,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	8,560,000	28,248,000	4,280,000	14,124,000
2009	3	11,484,000	28,502,000	3,828,000	9,500,667
2010	2	9,914,000	22,724,000	4,957,000	11,362,000
2011	2	11,486,000	28,849,000	5,743,000	14,424,500
2012	2	12,390,000	32,601,000	6,195,000	16,300,500
2013	2	13,140,000	37,013,000	6,570,000	18,506,500
2014	3	18,159,000	51,678,000	6,053,000	17,226,000
2015	4	21,911,000	79,000,000	5,477,750	19,750,000
2016	4	20,945,000	57,805,000	5,236,250	14,451,250
2017	2	16,046,000	48,394,000	8,023,000	24,197,000
2018	6	38,381,000	145,243,000	6,396,833	24,207,167
2019	8	53,760,963	163,205,148	6,720,120	20,400,644
2020	7	41,861,000	95,177,000	5,980,143	13,596,714
2021	7	57,124,275	133,763,686	8,160,611	19,109,098
2022	6	53,859,725	152,376,020	8,976,621	25,396,003
2023	7	61,441,810	175,668,810	8,777,401	25,095,544
2024	3	25,827,000	68,299,000	8,609,000	22,766,333