Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2013	Glasenberg	Ivan	Male	Yes	Yes
2014	Glasenberg	Ivan	Male	Yes	Yes
2015	Glasenberg	Ivan	Male	Yes	Yes
2016	Glasenberg	Ivan	Male	Yes	Yes
2017	Glasenberg	Ivan	Male	Yes	Yes
2018	Glasenberg	Ivan	Male	Yes	Yes
2019	Glasenberg	Ivan	Male	Yes	Yes
2020	Glasenberg	Ivan	Male	Yes	Yes
2021	Glasenberg	Ivan	Male	Yes	Yes
2021	Nagle	Gary	Male	No	No
2022	Nagle	Gary	Male	No	No
2023	Nagle	Gary	Male	No	No
2024	Nagle	Gary	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2013	1,445,313	60,938	0	0	1,506,250	0	1,506,250
2014	1,447,000	2,000	0	64,000	1,513,000	0	1,513,000
2015	1,447,000	2,000	0	61,000	1,510,000	0	1,510,000
2016	1,447,000	2,000	0	60,000	1,509,000	0	1,509,000
2017	1,447,000	4,000	0	62,000	1,513,000	0	1,513,000
2018	1,447,000	56,000	0	0	1,503,000	0	1,503,000
2019	1,447,000	4,000	52,000	0	1,503,000	0	1,503,000
2020	1,447,000	57,000	0	4,000	1,508,000	0	1,508,000
2021	1,623,000	71,000	2,105,000	165,000	3,964,000	0	3,964,000
2022	1,800,000	60,000	4,211,000	0	6,071,000	0	6,071,000
2023	1,854,000	121,000	3,843,000	15,000	5,833,000	0	5,833,000
2024	2,000,000	149,000	0	0	2,149,000	3,116,000	5,265,000

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2013	3	2,723,438	2,817,188	907,813	939,063
2014	1	1,447,000	1,513,000	1,447,000	1,513,000
2015	1	1,447,000	1,510,000	1,447,000	1,510,000
2016	1	1,447,000	1,509,000	1,447,000	1,509,000
2017	1	1,447,000	1,513,000	1,447,000	1,513,000
2018	1	1,447,000	1,503,000	1,447,000	1,503,000
2019	1	1,447,000	1,503,000	1,447,000	1,503,000
2020	1	1,447,000	1,508,000	1,447,000	1,508,000
2021	2	1,623,000	3,964,000	811,500	1,982,000
2022	1	1,800,000	6,071,000	1,800,000	6,071,000
2023	1	1,854,000	5,833,000	1,854,000	5,833,000
2024	1	2,000,000	2,149,000	2,000,000	2,149,000

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2013	13	2,150,000	165,385
2014	7	2,179,000	311,286
2015	7	2,271,000	324,429
2016	7	2,271,000	324,429
2017	8	2,484,000	310,500
2018	8	2,509,000	313,625
2019	7	2,745,000	392,143
2020	7	2,696,000	385,143
2021	9	2,756,000	306,222
2022	8	2,897,000	362,125
2023	8	2,905,000	363,125
2024	8	7,897,636	987,205

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2013	13,214,286	557,143	0	0	13,771,429	0	13,771,429
2014	16,077,778	22,222	0	711,111	16,811,111	0	16,811,111
2015	18,087,500	25,000	0	762,500	18,875,000	0	18,875,000

2015	18,087,500	25,000	0	762,500	18,875,000	0	18,875,000
2016	20,671,429	28,571	0	857,143	21,557,143	0	21,557,143
2017	19,554,054	54,054	0	837,838	20,445,946	0	20,445,946
2018	21,279,412	823,529	0	0	22,102,941	0	22,102,941
2019	20,971,014	57,971	753,623	0	21,782,609	0	21,782,609
2020	20,671,429	814,286	0	57,143	21,542,857	0	21,542,857
2021	25,761,905	1,126,984	33,412,698	2,619,048	62,920,635	0	62,920,635
2022	31,034,483	1,034,483	72,603,448	0	104,672,414	0	104,672,414
2023	34,333,333	2,240,741	71,166,667	277,778	108,018,519	0	108,018,519
2024	36,363,636	2,709,091	0	0	39,072,727	56,654,545	95,727,273

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2013	3	24,900,000	25,757,143	8,300,000	8,585,714
2014	1	16,077,778	16,811,111	16,077,778	16,811,111
2015	1	18,087,500	18,875,000	18,087,500	18,875,000
2016	1	20,671,429	21,557,143	20,671,429	21,557,143
2017	1	19,554,054	20,445,946	19,554,054	20,445,946
2018	1	21,279,412	22,102,941	21,279,412	22,102,941
2019	1	20,971,014	21,782,609	20,971,014	21,782,609
2020	1	20,671,429	21,542,857	20,671,429	21,542,857
2021	2	25,761,905	62,920,635	12,880,952	31,460,317
2022	1	31,034,483	104,672,414	31,034,483	104,672,414
2023	1	34,333,333	108,018,519	34,333,333	108,018,519
2024	1	36,363,636	39,072,727	36,363,636	39,072,727