Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Olivier	Alan K	Male	Yes	Yes
2009	Olivier	Alan K	Male	Yes	Yes
2010	Olivier	Alan K	Male	Yes	Yes
2011	Olivier	Alan K	Male	Yes	Yes
2012	Olivier	Alan K	Male	Yes	Yes
2013	Olivier	Alan K	Male	Yes	Yes
2014	Olivier	Alan K	Male	Yes	Yes
2015	Olivier	Alan K	Male	Yes	Yes
2016	Olivier	Alan K	Male	Yes	Yes
2017	Olivier	Alan K	Male	No	No
2018	Waller	Andrew G	Male	Yes	Yes
2019	Waller	Andrew G	Male	Yes	Yes
2020	Waller	Andrew G	Male	Yes	Yes
2021	Waller	Andrew G	Male	Yes	Yes
2023	Mbambo	Xolani	Male	Yes	Yes
2024	Mbambo	Xolani	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	323,216	107,255	448,126	0	878,597	0	878,597
2009	533,326	32,626	502,680	0	1,068,632	240,154	1,308,786
2010	750,828	35,575	555,956	0	1,342,359	0	1,342,359
2011	639,612	161,634	608,172	0	1,409,418	3,186	1,412,604
2012	642,561	154,634	785,366	0	1,582,561	627,927	2,210,488
2013	572,604	141,458	681,875	0	1,395,938	0	1,395,938
2014	539,982	140,074	340,443	0	1,020,499	625,624	1,646,123
2015	475,392	130,251	136,050	0	741,693	160,110	901,803
2016	475,218	129,215	78,997	0	683,430	0	683,430
2017	304,035	70,726	718,635	0	1,093,397	0	1,093,397
2018	348,104	63,532	249,431	0	661,067	0	661,067
2019	400,743	79,945	269,975	0	745,663	0	745,663

2019	409,743	73,245	262,075	0	745,063	0	745,063
2020	421,120	76,232	241,368	0	738,719	0	738,719
2021	397,822	92,013	510,101	0	999,937	0	999,937
2023	348,471	0	421,571	90,666	860,708	0	860,708
2024	392,334	79,783	286,012	173,110	931,239	703,899	1,635,137

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	7	1,643,289	4,147,129	234,756	592,447
2009	7	2,036,705	4,528,199	290,958	646,886
2010	7	2,564,597	6,258,246	366,371	894,035
2011	9	3,015,097	5,995,953	335,011	666,217
2012	9	3,000,488	6,708,780	333,388	745,420
2013	6	2,371,875	5,093,958	395,313	848,993
2014	5	1,919,298	3,847,461	383,860	769,492
2015	5	2,347,938	3,234,721	469,588	646,944
2016	5	1,787,649	2,542,307	357,530	508,461
2017	6	1,895,007	4,697,120	315,834	782,853
2018	6	1,879,657	3,625,689	313,276	604,281
2019	2	718,661	1,132,077	359,331	566,038
2020	4	1,098,357	1,908,481	274,589	477,120
2021	4	1,153,062	2,874,379	288,265	718,595
2022	4	1,126,898	3,326,457	281,724	831,614
2023	2	524,394	1,323,783	262,197	661,892
2024	2	583,265	1,442,397	291,632	721,199

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	6	115,236	19,206
2009	6	199,720	33,287
2010	8	295,838	36,980
2011	8	326,731	40,841
2012	9	356,463	39,607
2013	10	374,167	37,417
2014	12	385,042	32,087

2014	12	385,042	32,087
2015	12	349,370	29,114
2016	13	358,202	27,554
2017	9	340,352	37,817
2018	9	459,101	51,011
2019	10	805,682	80,568
2020	10	473,282	47,328
2021	10	447,228	44,723
2022	10	407,347	40,735
2023	7	364,644	52,092
2024	8	398,366	49,796

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,673,000	887,000	3,706,000	0	7,266,000	0	7,266,000
2009	4,577,000	280,000	4,314,000	0	9,171,000	2,061,000	11,232,000
2010	5,213,000	247,000	3,860,000	0	9,320,000	0	9,320,000
2011	4,618,000	1,167,000	4,391,000	0	10,176,000	23,000	10,199,000
2012	5,269,000	1,268,000	6,440,000	0	12,977,000	5,149,000	18,126,000
2013	5,497,000	1,358,000	6,546,000	0	13,401,000	0	13,401,000
2014	5,848,000	1,517,000	3,687,000	0	11,052,000	6,775,510	17,827,510
2015	6,066,000	1,662,000	1,736,000	0	9,464,000	2,043,000	11,507,000
2016	6,539,000	1,778,000	1,087,000	0	9,404,000	0	9,404,000
2017	4,144,000	964,000	9,795,000	0	14,903,000	0	14,903,000
2018	4,745,000	866,000	3,400,000	0	9,011,000	0	9,011,000
2019	5,913,000	1,057,000	3,782,000	0	10,752,000	0	10,752,000
2020	6,281,000	1,137,000	3,600,000	0	11,018,000	0	11,018,000
2021	6,321,000	1,462,000	8,105,000	0	15,888,000	0	15,888,000
2023	6,507,000	0	7,872,000	1,693,000	16,072,000	0	16,072,000
2024	7,155,000	1,455,000	5,216,000	3,157,000	16,983,000	12,837,000	29,820,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	7	13,590,000	34,296,756	1,941,429	4,899,537
2009	7	17,479,000	38,861,000	2,497,000	5,551,571
2010	7	17,906,000	42,451,000	2,543,714	6,007,286

2010	7	17,806,000	43,451,000	2,543,714	6,207,286
2011	9	21,769,000	43,290,783	2,418,778	4,810,087
2012	9	24,604,000	55,012,000	2,733,778	6,112,444
2013	6	22,770,000	48,902,000	3,795,000	8,150,333
2014	5	20,786,000	41,668,000	4,157,200	8,333,600
2015	5	16,258,528	25,203,556	3,251,706	5,040,711
2016	5	24,291,818	34,583,000	4,858,364	6,916,600
2017	6	25,812,000	63,982,000	4,302,000	10,663,667
2018	6	26,135,222	50,020,556	4,355,870	8,336,759
2019	2	10,371,000	16,337,000	5,185,500	8,168,500
2020	4	16,382,000	28,465,000	4,095,500	7,116,250
2021	4	18,321,000	45,671,000	4,580,250	11,417,750
2022	4	19,448,000	57,408,000	4,862,000	14,352,000
2023	2	9,792,000	24,719,000	4,896,000	12,359,500
2024	2	10,637,000	26,305,000	5,318,500	13,152,500