Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2011	Briggs	Graham	Male	Yes	Yes
2012	Briggs	Graham	Male	Yes	Yes
2013	Briggs	Graham	Male	Yes	Yes
2014	Briggs	Graham	Male	Yes	Yes
2015	Briggs	Graham	Male	Yes	Yes
2016	Briggs	Graham	Male	No	No
2016	Steenkamp	Peter	Male	No	No
2017	Steenkamp	Peter	Male	Yes	Yes
2018	Steenkamp	Peter	Male	Yes	Yes
2019	Steenkamp	Peter	Male	Yes	Yes
2020	Steenkamp	Peter	Male	Yes	Yes
2021	Steenkamp	Peter	Male	Yes	Yes
2022	Steenkamp	Peter	Male	No	No
2023	Steenkamp	Peter	Male	Yes	Yes
2024	Steenkamp	Peter	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2011	755,587	0	386,533	324,212	1,466,332	0	1,466,332
2012	769,806	0	171,613	0	941,419	0	941,419
2013	845,227	0	204,773	0	1,050,000	0	1,050,000
2014	810,800	0	201,832	0	1,012,633	87,555	1,100,188
2015	715,647	0	159,528	0	875,175	26,290	901,465
2016	527,864	33,627	180,000	0	741,492	1,587,991	2,329,483
2017	555,471	0	213,007	90,895	859,373	0	859,373
2018	537,640	90,660	419,171	0	1,047,472	0	1,047,472
2019	549,257	93,996	447,114	0	1,090,368	0	1,090,368
2020	468,236	141,800	84,742	0	694,778	0	694,778
2021	628,460	105,774	445,243	0	1,179,478	0	1,179,478
2022	582,441	100,611	236,532	0	919,584	354,799	1,274,383
2023	515,760	92,322	198,914	0	806,996	0	806,996

2024	555,289	100,352	0	0	655,641	323,434	979,075

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2011	3	1,447,994	2,525,072	482,665	841,691
2012	4	1,793,806	2,176,129	448,452	544,032
2013	3	1,751,818	2,211,136	583,939	737,045
2014	3	1,647,541	2,089,778	549,180	696,593
2015	3	1,465,210	1,815,822	488,403	605,274
2016	4	1,132,000	1,578,712	283,000	394,678
2017	3	1,235,425	1,864,040	411,808	621,347
2018	3	1,194,593	2,263,343	398,198	754,448
2019	3	1,213,322	2,350,722	404,441	783,574
2020	4	1,140,110	1,593,368	285,027	398,342
2021	4	1,722,010	3,066,369	430,503	766,592
2022	3	1,318,589	1,987,011	439,530	662,337
2023	3	1,202,375	1,778,458	400,792	592,819
2024	3	1,262,102	1,435,872	420,701	478,624

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	1	20,129	20,129
2011	13	756,447	58,188
2012	12	808,129	67,344
2013	10	662,500	66,250
2014	12	670,878	55,906
2015	12	688,199	57,350
2016	12	606,712	50,559
2017	12	741,469	61,789
2018	12	714,198	59,516
2019	15	851,783	56,786
2020	14	770,486	55,035
2021	15	923,923	61,595
2022	14	817,854	58,418
2023	11	737,728	67,066

2023	11	737,728	67,066
2024	9	715,723	79,525

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2011	5,274,000	0	2,698,000	2,263,000	10,235,000	0	10,235,000
2012	5,966,000	0	1,330,000	0	7,296,000	0	7,296,000
2013	7,438,000	0	1,802,000	0	9,240,000	0	9,240,000
2014	8,408,000	0	2,093,000	0	10,501,000	907,946	11,408,946
2015	8,187,000	0	1,825,000	0	10,012,000	300,760	10,312,760
2016	7,786,000	496,000	2,655,000	0	10,937,000	23,422,872	34,359,872
2017	7,260,000	0	2,784,000	1,188,000	11,232,000	0	11,232,000
2018	7,656,000	1,291,000	5,969,000	0	14,916,000	0	14,916,000
2019	8,023,000	1,373,000	6,531,000	0	15,927,000	0	15,927,000
2020	8,034,000	2,433,000	1,454,000	0	11,921,000	0	11,921,000
2021	8,740,000	1,471,000	6,192,000	0	16,403,000	0	16,403,000
2022	9,199,648	1,589,154	3,736,028	0	14,524,830	5,604,043	20,128,873
2023	9,687,000	1,734,000	3,736,000	0	15,157,000	0	15,157,000
2024	10,210,100	1,845,167	0	0	12,055,267	5,946,980	18,002,247

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2011	3	10,107,000	17,625,000	3,369,000	5,875,000
2012	4	13,902,000	16,865,000	3,475,500	4,216,250
2013	3	15,416,000	19,458,000	5,138,667	6,486,000
2014	3	17,085,000	21,671,000	5,695,000	7,223,667
2015	3	16,762,000	20,773,000	5,587,333	6,924,333
2016	4	16,697,000	23,286,000	4,174,250	5,821,500
2017	3	16,147,000	24,363,000	5,382,333	8,121,000
2018	3	17,011,000	32,230,000	5,670,333	10,743,333
2019	3	17,723,000	34,337,000	5,907,667	11,445,667
2020	4	19,562,000	27,339,000	4,890,500	6,834,750
2021	4	23,948,000	42,644,000	5,987,000	10,661,000
2022	3	20,827,121	31,384,841	6,942,374	10,461,614
2023	3	22,583,000	33,403,000	7,527,667	11,134,333
2024	2	22,906,274	26,491,274	7,735,425	8,900,458

2024	3	23,206,274	26,401,374	7,735,425	8,800,458