Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Brown	David	Male	Yes	Yes
2007	Rumble	Keith	Male	No	No
2008	Brown	David	Male	Yes	Yes
2009	Brown	David	Male	Yes	Yes
2010	Brown	David	Male	Yes	Yes
2011	Brown	David	Male	Yes	Yes
2012	Brown	David	Male	Yes	Yes
2013	Goodlace	Terence	Male	Yes	Yes
2014	Goodlace	Terence	Male	Yes	Yes
2015	Goodlace	Terence	Male	Yes	Yes
2016	Goodlace	Terence	Male	Yes	Yes
2017	Goodlace	Terence	Male	No	No
2017	Muller	Nico	Male	No	No
2018	Muller	Nico	Male	Yes	Yes
2019	Muller	Nico	Male	Yes	Yes
2020	Muller	Nico	Male	Yes	Yes
2021	Muller	Nico	Male	Yes	Yes
2022	Muller	Nico	Male	No	No
2023	Muller	Nico	Male	Yes	Yes
2024	Muller	Nico	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	863,262	1,332,199	140,993	0	2,336,454	4,916,454	7,252,908
2008	590,568	143,410	51,632	0	785,611	1,233,253	2,018,863
2009	606,036	247,728	403,169	0	1,256,933	569,564	1,826,497
2010	776,402	198,414	426,882	0	1,401,698	441,074	1,842,772
2011	844,413	350,287	445,415	0	1,640,115	417,335	2,057,450
2012	814,581	356,774	523,871	0	1,695,226	0	1,695,226
2013	729,545	117,841	0	10,455	857,841	0	857,841

2014	619,094	102,604	0	0	721,697	0	721,697
2015	561,189	93,881	0	0	655,070	0	655,070
2016	435,254	70,915	0	0	506,169	0	506,169
2017	427,871	15,620	0	766,386	1,209,877	587,825	1,797,703
2018	640,239	93,610	47,823	0	781,671	375,772	1,157,444
2019	666,735	96,118	274,389	0	1,037,242	6,914	1,044,157
2020	615,223	0	93,309	1,107	709,640	0	709,640
2021	798,303	115,266	1,085,640	1,438	2,000,647	5,801,539	7,802,186
2022	736,752	107,502	443,115	0	1,287,369	5,017,917	6,305,286
2023	653,551	95,091	520,285	0	1,268,928	1,989,990	3,258,918
2024	676,565	98,439	415,783	0	1,190,787	1,738,674	2,929,461

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	6	1,782,553	3,661,135	297,092	610,189
2008	4	1,406,530	1,883,918	351,632	470,979
2009	4	1,532,044	2,772,314	383,011	693,079
2010	5	1,809,517	2,869,765	361,903	573,953
2011	5	2,007,163	3,560,172	401,433	712,034
2012	3	1,746,065	3,232,387	582,022	1,077,462
2013	3	1,596,932	1,837,500	532,311	612,500
2014	3	1,175,217	2,504,725	391,739	834,908
2015	2	967,832	1,402,885	483,916	701,442
2016	2	763,932	1,111,186	381,966	555,593
2017	3	845,023	2,135,375	281,674	711,792
2018	3	1,152,809	1,592,416	384,270	530,805
2019	3	1,281,646	1,920,586	427,215	640,195
2020	3	1,229,339	1,402,728	409,780	467,576
2021	3	1,636,730	3,817,502	545,577	1,272,501
2022	3	1,593,669	2,657,930	531,223	885,977
2023	3	1,412,523	2,727,771	470,841	909,257
2024	3	1,462,990	2,565,508	487,663	855,169

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	9	507,518	56,391

2008	10	527,086	52,709
2009	9	655,675	72,853
2010	8	671,073	83,884
2011	10	888,395	88,840
2012	11	907,871	82,534
2013	9	677,244	75,249
2014	12	768,949	64,079
2015	14	695,979	49,713
2016	14	547,051	39,075
2017	10	621,593	62,159
2018	9	549,579	61,064
2019	10	434,723	43,472
2020	10	659,459	65,946
2021	12	1,069,677	89,140
2022	10	929,375	92,937
2023	12	886,320	73,860
2024	10	1,126,067	112,607

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	6,086,000	9,392,000	994,000	0	16,472,000	34,661,000	51,133,000
2008	4,884,000	1,186,000	427,000	0	6,497,000	10,199,000	16,696,000
2009	5,201,000	2,126,000	3,460,000	0	10,787,000	4,888,000	15,675,000
2010	5,580,000	1,426,000	3,068,000	0	10,074,000	3,170,000	13,244,000
2011	5,894,000	2,445,000	3,109,000	0	11,448,000	2,913,000	14,361,000
2012	6,313,000	2,765,000	4,060,000	0	13,138,000	0	13,138,000
2013	6,420,000	1,037,000	0	92,000	7,549,000	0	7,549,000
2014	6,420,000	1,064,000	0	0	7,484,000	0	7,484,000
2015	6,420,000	1,074,000	0	0	7,494,000	0	7,494,000
2016	6,420,000	1,046,000	0	0	7,466,000	0	7,466,000
2017	5,588,000	204,000	0	10,009,000	15,801,000	7,677,000	23,478,000
2018	9,117,000	1,333,000	681,000	0	11,131,000	5,351,000	16,482,000
2019	9,739,000	1,404,000	4,008,000	0	15,151,000	101,000	15,252,000
2020	10,556,000	0	1,601,000	19,000	12,176,000	0	12,176,000
2021	11,102,000	1,603,000	15,098,000	20,000	27,823,000	80,682,000	108,505,000
2022	11,637,000	1,698,000	6,999,000	0	20,334,000	79,258,000	99,592,000
2023	12,275,000	1,786,000	9,772,000	0	23,833,000	37,376,000	61,209,000
2024	12,440,000	1,810,000	7,645,000	0	21,895,000	31,969,000	53,864,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	6	12,567,000	25,811,000	2,094,500	4,301,833
2008	4	11,632,000	15,580,000	2,908,000	3,895,000
2009	4	13,148,000	23,792,000	3,287,000	5,948,000
2010	5	13,005,000	20,625,000	2,601,000	4,125,000
2011	5	14,010,000	24,850,000	2,802,000	4,970,000
2012	3	13,532,000	25,051,000	4,510,667	8,350,333
2013	3	14,053,000	16,170,000	4,684,333	5,390,000
2014	3	12,187,000	25,974,000	4,062,333	8,658,000
2015	2	11,072,000	16,049,000	5,536,000	8,024,500
2016	2	11,268,000	16,390,000	5,634,000	8,195,000
2017	3	11,036,000	27,888,000	3,678,667	9,296,000
2018	3	16,416,000	22,676,000	5,472,000	7,558,667
2019	3	18,721,000	28,054,000	6,240,333	9,351,333
2020	3	21,093,000	24,068,000	7,031,000	8,022,667
2021	3	22,762,000	53,090,000	7,587,333	17,696,667
2022	3	25,172,000	41,982,000	8,390,667	13,994,000
2023	3	26,530,000	51,233,000	8,843,333	17,077,667
2024	3	26,900,000	47,172,000	8,966,667	15,724,000