Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Koseff	Stephen	Male	Yes	Yes
2009	Koseff	Stephen	Male	Yes	Yes
2010	Koseff	Stephen	Male	Yes	Yes
2011	Koseff	Stephen	Male	Yes	Yes
2012	Koseff	Stephen	Male	Yes	Yes
2013	Koseff	Stephen	Male	Yes	Yes
2014	Koseff	Stephen	Male	Yes	Yes
2015	Koseff	Stephen	Male	Yes	Yes
2016	Koseff	Stephen	Male	Yes	Yes
2017	Koseff	Stephen	Male	Yes	Yes
2018	Koseff	Stephen	Male	Yes	Yes
2019	Koseff	Stephen	Male	Yes	Yes
2019	Du Toit	Hendrik J	Male	Yes	Yes
2019	Titi	Fani	Male	No	No
2020	Titi	Fani	Male	Yes	Yes
2021	Titi	Fani	Male	Yes	Yes
2022	Titi	Fani	Male	Yes	Yes
2023	Titi	Fani	Male	Yes	Yes
2024	Titi	Fani	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	650,080	148,112	582,329	0	1,380,522	207,337	1,587,859
2009	559,133	133,434	2,111,486	0	2,804,054	0	2,804,054
2010	462,110	139,063	3,299,120	0	3,900,293	3,299,120	7,199,413
2011	480,677	180,288	4,665,630	0	5,326,594	1,347,243	6,673,837
2012	547,287	166,998	0	0	714,286	0	714,286
2013	571,494	142,792	2,380,952	0	3,095,238	0	3,095,238
2014	590,676	123,610	3,126,984	0	3,841,270	0	3,841,270
2015	639,555	1,731,413	4,032,258	0	6,403,226	0	6,403,226

2016	587,665	101,990	1,210,345	1,436,782	3,336,782	0	3,336,782
2017	501,292	100,966	1,454,474	1,254,705	3,311,438	0	3,311,438
2018	557,992	104,007	1,709,489	1,422,508	3,793,996	0	3,793,996
2019	2,194,993	143,610	749,671	3,121,212	6,209,486	2,322,793	8,532,279
2020	757,426	51,980	14,851	824,257	1,648,515	0	1,648,515
2021	1,289,875	45,770	1,255,201	16,644	2,607,490	0	2,607,490
2022	1,255,599	46,113	2,212,121	15,810	3,529,644	2,175,231	5,704,875
2023	1,262,136	0	1,902,913	108,010	3,273,058	5,830,097	9,103,155
2024	1,381,194	58,450	1,831,004	0	3,270,648	3,383,736	6,654,384

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	4	2,353,490	10,307,303	588,372	2,576,826
2009	4	2,083,861	9,752,196	520,965	2,438,049
2010	4	1,859,381	37,663,535	464,845	9,415,884
2011	4	2,289,047	22,610,428	572,262	5,652,607
2012	4	2,320,590	2,718,030	580,148	679,508
2013	4	2,345,887	16,777,611	586,472	4,194,403
2014	4	2,327,213	18,654,032	581,803	4,663,508
2015	4	2,500,785	26,206,742	625,196	6,551,685
2016	4	2,071,528	14,951,754	517,882	3,737,938
2017	4	1,967,149	14,797,926	491,787	3,699,481
2018	4	2,188,231	17,944,090	547,058	4,486,023
2019	6	3,486,166	11,467,721	581,028	1,911,287
2020	6	2,801,980	6,782,178	466,997	1,130,363
2021	5	3,482,663	7,331,484	696,533	1,466,297
2022	4	3,931,489	11,470,356	982,872	2,867,589
2023	4	4,101,942	10,675,971	1,025,485	2,668,993
2024	4	3,039,390	7,254,130	759,848	1,813,532

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	13	2,860,845	220,065
2009	12	2,500,949	208,412
2010	12	3,932,129	327,677
2011	14	2,779,243	198,517

2011	14	2,779,243	198,517
2012	13	3,074,502	236,500
2013	13	2,988,187	229,861
2014	13	3,134,897	241,146
2015	17	3,069,565	180,563
2016	13	2,773,138	213,318
2017	11	2,343,886	213,081
2018	12	2,701,728	225,144
2019	10	2,363,580	236,358
2020	12	2,302,329	191,861
2021	11	2,519,103	229,009
2022	13	2,814,501	216,500
2023	11	2,797,782	254,344
2024	11	2,840,482	258,226

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,691,884	1,068,986	4,202,899	0	9,963,768	1,496,435	11,460,203
2009	5,015,258	1,196,864	18,939,394	0	25,151,515	0	25,151,515
2010	3,939,488	1,185,513	28,125,000	0	33,250,000	28,125,000	61,375,000
2011	3,472,753	1,302,528	33,707,865	0	38,483,146	9,733,449	48,216,596
2012	4,154,108	1,267,578	0	0	5,421,687	0	5,421,687
2013	4,800,547	1,199,453	20,000,000	0	26,000,000	0	26,000,000
2014	6,202,100	1,297,900	32,833,333	0	40,333,333	0	40,333,333
2015	6,608,733	17,891,267	41,666,667	0	66,166,667	0	66,166,667
2016	8,180,300	1,419,700	16,848,000	20,000,000	46,448,000	0	46,448,000
2017	6,658,833	1,341,167	19,320,267	16,666,667	43,986,933	0	43,986,933
2018	6,602,900	1,230,750	20,228,950	16,833,017	44,895,617	0	44,895,617
2019	32,038,462	2,096,154	10,942,308	45,557,692	90,634,615	33,903,846	124,538,462
2020	12,489,796	857,143	244,898	13,591,837	27,183,673	0	27,183,673
2021	19,375,000	687,500	18,854,167	250,000	39,166,667	0	39,166,667
2022	18,686,275	686,275	32,921,569	235,294	52,529,412	32,372,549	84,901,961
2023	23,111,111	0	34,844,444	1,977,778	59,933,333	106,755,556	166,688,889
2024	25,880,952	1,095,238	34,309,524	0	61,285,714	63,404,762	124,690,476

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	4	16,986,058	74,391,841	4,246,514	18,597,960
2009	4	18,691,606	87,474,242	4,672,902	21,868,561
2010	4	15,851,225	321,081,638	3,962,806	80,270,409
2011	4	16,537,719	163,353,989	4,134,430	40,838,497
2012	4	17,614,120	20,630,831	4,403,530	5,157,708
2013	4	19,705,453	140,931,933	4,926,363	35,232,983
2014	4	24,435,733	195,867,333	6,108,933	48,966,833
2015	4	25,958,100	272,075,783	6,489,525	68,018,946
2016	4	31,343,820	221,214,380	7,835,955	55,303,595
2017	4	26,130,300	196,565,783	6,532,575	49,141,446
2018	4	25,894,067	212,338,400	6,473,517	53,084,600
2019	6	50,884,615	167,384,615	8,480,769	27,897,436
2020	6	46,204,082	111,836,735	7,700,680	18,639,456
2021	5	45,908,271	96,648,943	9,181,654	19,329,789
2022	4	58,509,804	170,705,882	14,627,451	42,676,471
2023	4	75,111,111	195,488,889	18,777,778	48,872,222
2024	4	56,952,381	135,928,571	14,238,095	33,982,143