Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Griffith	Chris I	Male	Yes	Yes
2009	Griffith	Chris I	Male	Yes	Yes
2010	Griffith	Chris I	Male	Yes	Yes
2011	Griffith	Chris I	Male	Yes	Yes
2012	Griffith	Chris I	Male	No	No
2012	Mbazima	Norman B	Male	No	No
2013	Mbazima	Norman B	Male	Yes	Yes
2014	Mbazima	Norman B	Male	Yes	Yes
2015	Mbazima	Norman B	Male	Yes	Yes
2016	Mkhwanazi	Themba	Male	No	No
2016	Mbazima	Norman B	Male	No	No
2017	Mkhwanazi	Themba	Male	Yes	Yes
2018	Mkhwanazi	Themba	Male	No	No
2018	Mbazima	Norman B	Male	No	No
2019	Mkhwanazi	Themba	Male	Yes	Yes
2020	Mkhwanazi	Themba	Male	Yes	Yes
2021	Mkhwanazi	Themba	Male	Yes	Yes
2022	Mkhwanazi	Themba	Male	Yes	Yes
2022	Zikalala	ND	Female	No	No
2023	Zikalala	ND	Female	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	158,125	15,938	0	10,625	184,688	0	184,688
2009	411,333	46,000	99,467	29,600	586,400	0	586,400
2010	540,766	67,031	280,711	0	888,509	0	888,509
2011	591,274	194,875	283,102	0	1,069,252	84,425	1,153,677
2012	667,195	85,122	300,122	0	1,052,439	369,390	1,421,829
2013	767,292	108,854	364,792	0	1,240,938	200,625	1,441,563
2014	746,260	86,888	326,131	0	1,159,280	176,547	1,335,826
2015	790,784	100,705	315,596	0	1,117,085	56,343	1,173,428

2015	700,784	100,705	315,596	0	1,117,085	56,348	1,173,433
2016	666,788	54,288	456,686	0	1,177,762	136,991	1,314,753
2017	518,263	17,440	332,260	2,695	870,659	712,949	1,583,608
2018	551,111	21,250	432,639	201,250	1,206,250	7,863,403	9,069,653
2019	573,418	18,363	367,819	193,195	1,152,796	2,465,456	3,618,252
2020	640,295	18,036	472,075	290,312	1,420,717	1,104,459	2,525,176
2021	622,129	17,559	547,800	65,454	1,252,942	1,028,070	2,281,012
2022	810,175	62,116	279,523	67,447	1,219,261	1,240,178	2,459,439
2023	452,471	61,051	313,019	102,073	928,614	497,135	1,425,748

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	418,021	556,979	209,010	278,490
2009	2	780,800	1,190,533	390,400	595,267
2010	2	1,010,913	1,661,303	505,457	830,652
2011	2	1,076,593	1,840,443	538,296	920,222
2012	3	890,122	1,390,366	296,707	463,455
2013	2	1,122,604	1,802,083	561,302	901,042
2014	2	1,104,986	1,693,998	552,493	846,999
2015	2	1,034,248	1,597,257	517,124	798,629
2016	3	972,166	1,870,058	324,055	623,353
2017	4	692,585	1,133,975	173,146	283,494
2018	4	808,056	1,590,625	202,014	397,656
2019	2	880,466	1,601,344	440,233	800,672
2020	2	991,217	1,917,399	495,608	958,699
2021	2	980,804	1,784,631	490,402	892,315
2022	3	1,157,492	1,674,586	385,831	558,195
2023	2	792,749	1,430,515	396,374	715,257

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	9	272,500	30,278
2009	8	425,467	53,183
2010	10	667,845	66,785
2011	8	542,659	67,832
2012	11	501,585	45,599

2012	11	501,585	45,599
2013	10	499,375	49,938
2014	9	409,695	45,522
2015	10	451,646	45,165
2016	9	463,663	51,518
2017	14	494,424	35,316
2018	11	583,125	53,011
2019	12	521,239	43,437
2020	10	550,453	55,045
2021	10	520,926	52,093
2022	9	513,037	57,004
2023	11	830,022	75,457

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	1,518,000	153,000	0	102,000	1,773,000	0	1,773,000
2009	3,085,000	345,000	746,000	222,000	4,398,000	0	4,398,000
2010	3,953,000	490,000	2,052,000	0	6,495,000	0	6,495,000
2011	4,269,000	1,407,000	2,044,000	0	7,720,000	609,546	8,329,546
2012	5,471,000	698,000	2,461,000	0	8,630,000	3,029,000	11,659,000
2013	7,366,000	1,045,000	3,502,000	0	11,913,000	1,926,000	13,839,000
2014	8,082,000	941,000	3,532,000	0	12,555,000	1,912,000	14,467,000
2015	8,942,000	1,285,000	4,027,000	0	14,254,000	719,000	14,973,000
2016	9,175,000	747,000	6,284,000	0	16,206,000	1,885,000	18,091,000
2017	6,924,000	233,000	4,439,000	36,000	11,632,000	9,525,000	21,157,000
2018	7,936,000	306,000	6,230,000	2,898,000	17,370,000	113,233,000	130,603,000
2019	8,275,000	265,000	5,308,000	2,788,000	16,636,000	35,579,000	52,215,000
2020	9,550,000	269,000	7,041,000	4,330,000	21,190,000	16,473,000	37,663,000
2021	9,885,000	279,000	8,704,000	1,040,000	19,908,000	16,335,000	36,243,000
2022	13,982,000	1,072,000	4,824,000	1,164,000	21,042,000	21,403,000	42,445,000
2023	8,449,000	1,140,000	5,845,000	1,906,000	17,340,000	9,283,000	26,623,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	4,013,000	5,347,000	2,006,500	2,673,500
2009	2	5,256,000	8,998,000	2,628,000	4,494,500

2009	2	5,856,000	8,929,000	2,928,000	4,464,500
2010	2	7,150,000	11,750,000	3,575,000	5,875,000
2011	2	7,773,000	13,288,000	3,886,500	6,644,000
2012	3	7,299,000	11,401,000	2,433,000	3,800,333
2013	2	10,777,000	17,300,000	5,388,500	8,650,000
2014	2	11,967,000	18,346,000	5,983,500	9,173,000
2015	2	13,197,000	20,381,000	6,598,500	10,190,500
2016	3	13,377,000	25,732,000	4,459,000	8,577,333
2017	4	9,300,000	15,221,000	2,325,000	3,805,250
2018	4	11,636,000	22,905,000	2,909,000	5,726,250
2019	2	12,706,000	23,109,000	6,353,000	11,554,500
2020	2	14,784,000	28,598,000	7,392,000	14,299,000
2021	2	15,584,000	28,356,000	7,792,000	14,178,000
2022	3	19,976,000	28,900,000	6,658,667	9,633,333
2023	2	14,803,000	26,712,000	7,401,500	13,356,000