

Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Hemphill	JB (Bruce)	Male	Yes	Yes
2009	Hemphill	JB (Bruce)	Male	Yes	Yes
2010	Hemphill	JB (Bruce)	Male	Yes	Yes
2011	Hemphill	JB (Bruce)	Male	Yes	Yes
2012	Hemphill	JB (Bruce)	Male	Yes	Yes
2013	Hemphill	JB (Bruce)	Male	Yes	Yes
2014	Hemphill	JB (Bruce)	Male	No	No
2014	Dloti	Thabo	Male	Yes	Yes
2015	Dloti	Thabo	Male	Yes	Yes
2016	Dloti	Thabo	Male	Yes	Yes
2017	Dloti	Thabo	Male	No	No
2017	Munro	David	Male	No	No
2018	Munro	David	Male	Yes	Yes
2019	Munro	David	Male	Yes	Yes
2020	Munro	David	Male	Yes	Yes
2021	Munro	David	Male	Yes	Yes
2022	Maharaj	Yuresh	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	385,248	42,684	680,169	0	1,108,102	0	1,108,102
2009	386,740	46,959	262,177	0	695,875	0	695,875
2010	575,400	67,838	698,545	0	1,341,783	0	1,341,783
2011	582,825	69,806	1,015,512	0	1,668,144	0	1,668,144
2012	539,512	63,293	963,415	0	1,566,220	0	1,566,220
2013	485,104	47,396	869,792	0	1,402,292	123,266	1,525,557
2014	505,910	55,679	622,992	0	1,184,580	5,085,695	6,270,275
2015	404,075	43,887	469,749	0	917,712	364,428	1,282,139
2016	392,805	61,410	179,070	0	633,285	0	633,285
2017	563,903	77,476	302,641	4,302,128	5,246,148	1,401,027	6,647,175
2018	481,806	57,847	563,819	0	1,103,472	34,583	1,138,056
2019	485,136	45,666	610,838	12,750	1,154,390	150,717	1,305,107
2020	498,827	46,933	145,290	13,074	704,123	78,646	782,769
2021	488,888	45,811	685,578	18,778	1,159,055	1,055,811	2,214,866
2022	488,888	45,811	685,578	18,778	1,159,055	1,055,811	2,214,866

2021	488,262 45,944	605,576	12,776	1,152,558	1,955,944	3,108,503
2022	374,783 50,180	753,274	6,722	1,184,958	579,441	1,764,399

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	678,356	1,993,108	339,178	996,554
2009	3	849,685	1,596,831	283,228	532,277
2010	4	1,176,437	2,554,947	294,109	638,737
2011	2	947,922	2,631,302	473,961	1,315,651
2012	2	881,098	2,503,171	440,549	1,251,585
2013	4	1,486,458	4,585,938	371,615	1,146,484
2014	4	1,181,071	2,910,988	295,268	727,747
2015	3	834,483	1,896,238	278,161	632,079
2016	2	643,096	1,040,625	321,548	520,313
2017	3	851,137	5,690,682	283,712	1,896,894
2018	2	698,125	1,633,333	349,063	816,667
2019	2	725,175	1,756,912	362,587	878,456
2020	2	789,474	1,134,898	394,737	567,449
2021	2	766,820	1,784,505	383,410	892,253
2022	2	464,017	1,274,192	232,008	637,096
2023	2	433,085	1,165,051	216,543	582,526

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	498,307	55,367
2009	11	681,892	61,990
2010	11	906,797	82,436
2011	8	867,590	108,449
2012	11	1,107,534	100,685
2013	10	1,178,990	117,899
2014	11	1,094,275	99,480
2015	15	2,565,282	171,019
2016	14	1,385,320	98,951
2017	12	1,181,878	98,490
2018	13	1,581,702	121,669
2019	14	1,364,493	97,464
2020	13	1,350,318	103,871
2021	12	3,279,124	273,260
2022	12	722,042	65,640
2023	6	670,504	111,766

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	3,186,000	353,000	5,625,000	0	9,164,000	0	9,164,000
2009	3,319,000	403,000	2,250,000	0	5,972,000	0	5,972,000
2010	3,995,000	471,000	4,850,000	0	9,316,000	0	9,316,000
2011	4,208,000	504,000	7,332,000	0	12,044,000	0	12,044,000
2012	4,424,000	519,000	7,900,000	0	12,843,000	0	12,843,000
2013	4,657,000	455,000	8,350,000	0	13,462,000	1,183,350	14,645,350
2014	5,479,000	603,000	6,747,000	0	12,829,000	55,078,075	67,907,075
2015	5,156,000	560,000	5,994,000	0	11,710,000	4,650,096	16,360,096
2016	5,405,000	845,000	2,464,000	0	8,714,000	0	8,714,000
2017	7,686,000	1,056,000	4,125,000	58,638,000	71,505,000	19,096,000	90,601,000
2018	6,938,000	833,000	8,119,000	0	15,890,000	498,000	16,388,000
2019	7,001,000	659,000	8,815,000	184,000	16,659,000	2,175,000	18,834,000
2020	7,440,000	700,000	2,167,000	195,000	10,502,000	1,173,000	11,675,000
2021	7,758,000	730,000	9,622,000	203,000	18,313,000	31,078,000	49,391,000
2022	6,468,000	866,000	13,000,000	116,000	20,450,000	10,000,000	30,450,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	5,610,000	16,483,000	2,805,000	8,241,500
2009	3	7,292,000	13,704,000	2,430,667	4,568,000
2010	4	8,168,000	17,739,000	2,042,000	4,434,750
2011	2	6,844,000	18,998,000	3,422,000	9,499,000
2012	2	7,225,000	20,526,000	3,612,500	10,263,000
2013	4	14,270,000	44,025,000	3,567,500	11,006,250
2014	4	12,791,000	31,526,000	3,197,750	7,881,500
2015	3	10,648,000	24,196,000	3,549,333	8,065,333
2016	2	8,849,000	14,319,000	4,424,500	7,159,500
2017	3	11,601,000	77,564,000	3,867,000	25,854,667
2018	2	10,053,000	23,520,000	5,026,500	11,760,000
2019	2	10,465,000	25,354,000	5,232,500	12,677,000
2020	2	11,775,000	16,927,000	5,887,500	8,463,500
2021	2	12,184,000	28,354,000	6,092,000	14,177,000
2022	2	8,008,000	21,990,000	4,004,000	10,995,000
2023	2	8,087,000	21,755,000	4,043,500	10,877,500