Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Alberts	Louis J	Male	Yes	Yes
2009	Alberts	Louis J	Male	Yes	Yes
2010	Alberts	Louis J	Male	Yes	Yes
2011	Meintjes	Danie P	Male	Yes	Yes
2012	Meintjes	Danie P	Male	Yes	Yes
2013	Meintjes	Danie P	Male	Yes	Yes
2014	Meintjes	Danie P	Male	Yes	Yes
2015	Meintjes	Danie P	Male	Yes	Yes
2016	Meintjes	Danie P	Male	No	No
2016	Lavater	Ronald	Male	No	No
2017	Meintjes	Danie P	Male	Yes	Yes
2018	Meintjes	Danie P	Male	Yes	Yes
2019	Meintjes	Danie P	Male	No	No
2020	van der Merwe	CA (Ronnie)	Male	Yes	Yes
2021	van der Merwe	CA (Ronnie)	Male	Yes	Yes
2022	van der Merwe	CA (Ronnie)	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	331,197	31,681	31,439	0	394,317	0	394,317
2009	390,935	37,520	241,669	0	670,124	0	670,124
2010	492,632	47,316	299,446	0	839,394	0	839,394
2011	508,078	49,025	311,699	0	868,802	0	868,802
2012	538,679	52,022	329,111	0	919,811	0	919,811
2013	585,882	72,588	232,471	0	890,941	0	890,941
2014	512,079	48,713	380,198	0	940,990	0	940,990
2015	506,329	45,570	335,443	6,239	893,580	0	893,580
2016	885,714	145,714	275,714	1,528,571	2,835,714	1,371,429	4,207,143
2017	676,250	51,250	548,750	10,000	1,286,250	0	1,286,250
2018	785,414	63,114	716,690	14,025	1,579,243	0	1,579,243

2019	276,402	3,911	59,974	19,557	359,844	0	359,844
2020	625,576	17,281	158,986	49,539	851,382	0	851,382
2021	689,320	9,709	1,029,126	54,092	1,782,247	0	1,782,247
2022	749,671	2,635	0	1,048,748	1,801,054	200,264	2,001,318

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	7	1,477,388	1,886,457	211,055	269,494
2009	8	2,261,128	3,904,335	282,641	488,042
2010	6	2,589,969	4,441,801	431,661	740,300
2011	7	2,580,919	4,550,139	368,703	650,020
2012	6	2,836,253	4,946,226	472,709	824,371
2013	6	2,695,176	4,013,529	449,196	668,922
2014	5	2,290,693	3,927,030	458,139	785,406
2015	5	2,255,154	3,731,826	451,031	746,365
2016	3	925,714	2,911,429	308,571	970,476
2017	3	1,067,500	1,996,250	355,833	665,417
2018	2	1,308,555	2,582,048	654,278	1,291,024
2019	3	1,387,074	1,844,692	462,358	614,897
2020	2	1,087,558	1,360,599	543,779	680,300
2021	2	1,201,110	3,016,644	600,555	1,508,322
2022	2	1,285,903	3,010,540	642,951	1,505,270

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	7	183,434	26,205
2009	11	213,936	19,449
2010	10	249,696	24,970
2011	11	333,705	30,337
2012	11	459,988	41,817
2013	13	439,529	33,810
2014	13	834,669	64,205
2015	10	557,324	55,732
2016	13	1,080,000	83,077
2017	9	1,086,250	120,694
2018	10	1,263,675	126,367

2018	10	1,263,675	126,367
2019	12	1,407,115	117,260
2020	13	1,345,634	103,510
2021	11	1,453,537	132,140
2022	12	1,418,972	118,248

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,739,000	262,000	260,000	0	3,261,000	0	3,261,000
2009	3,355,000	322,000	2,074,000	0	5,751,000	0	5,751,000
2010	3,644,000	350,000	2,215,000	0	6,209,000	0	6,209,000
2011	3,648,000	352,000	2,238,000	0	6,238,000	0	6,238,000
2012	3,997,000	386,000	2,442,000	0	6,825,000	0	6,825,000
2013	4,980,000	617,000	1,976,000	0	7,573,000	0	7,573,000
2014	5,172,000	492,000	3,840,000	0	9,504,000	0	9,504,000
2015	5,600,000	504,000	3,710,000	69,000	9,883,000	0	9,883,000
2016	12,400,000	2,040,000	3,860,000	21,400,000	39,700,000	19,200,000	58,900,000
2017	9,016,667	683,333	7,316,667	133,333	17,150,000	0	17,150,000
2018	9,333,333	750,000	8,516,667	166,667	18,766,667	0	18,766,667
2019	3,925,926	55,556	851,852	277,778	5,111,111	0	5,111,111
2020	11,081,633	306,122	2,816,327	877,551	15,081,633	0	15,081,633
2021	10,354,167	145,833	15,458,333	812,500	26,770,833	0	26,770,833
2022	11,156,863	39,216	0	15,607,843	26,803,922	2,980,392	29,784,314

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	7	12,218,000	15,601,000	1,745,429	2,228,714
2009	8	19,405,000	33,507,000	2,425,625	4,188,375
2010	6	19,158,000	32,856,000	3,193,000	5,476,000
2011	7	18,531,000	32,670,000	2,647,286	4,667,143
2012	6	21,045,000	36,701,000	3,507,500	6,116,833
2013	6	22,909,000	34,115,000	3,818,167	5,685,833
2014	5	23,136,000	39,663,000	4,627,200	7,932,600
2015	5	24,942,000	41,274,000	4,988,400	8,254,800
2016	3	12,960,000	40,760,000	4,320,000	13,586,667
2017	3	14,033,333	26,616,667	4,744,444	8,872,222

2017	3	14,233,333	26,616,667	4,744,444	8,872,222
2018	2	15,550,000	30,683,333	7,775,000	15,341,667
2019	3	20,137,464	26,784,188	6,712,488	8,928,063
2020	2	19,265,306	24,102,041	9,632,653	12,051,020
2021	2	18,041,667	45,312,500	9,020,833	22,656,250
2022	2	19,137,255	44,803,922	9,568,627	22,401,961