Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2009	Bekker	Jacobus Petrus (koos)	Male	Yes	Yes
2010	Bekker	Jacobus Petrus (koos)	Male	Yes	Yes
2011	Bekker	Jacobus Petrus (koos)	Male	Yes	Yes
2012	Bekker	Jacobus Petrus (koos)	Male	Yes	Yes
2013	Bekker	Jacobus Petrus (koos)	Male	Yes	Yes
2014	Bekker	Jacobus Petrus (koos)	Male	Yes	Yes
2015	Dijk	B van	Male	No	No
2016	Dijk	B van	Male	Yes	Yes
2017	Dijk	B van	Male	Yes	Yes
2018	Dijk	B van	Male	Yes	Yes
2018	Dijk	B van	Male	Yes	Yes
2019	Dijk	B van	Male	Yes	Yes
2020	Dijk	B van	Male	Yes	Yes
2021	Bekker	Jacobus Petrus (koos)	Male	Yes	Yes
2021	Dijk	B van	Male	Yes	Yes
2022	Dijk	B van	Male	Yes	Yes
2023	Dijk	B van	Male	Yes	Yes
2024	Dijk	B van	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2009	0	0	0	0	0	0	0
2010	0	0	0	0	0	0	0
2011	0	0	0	0	0	0	0
2012	0	0	0	0	0	0	0
2013	0	0	0	0	0	0	0
2014	0	0	0	0	0	0	0
2015	876,763	387,975	632,369	0	1,897,107	0	1,897,107
2016	1,028,000	77,000	568,000	0	1,673,000	0	1,673,000
2017	1,104,000	125,000	973,000	0	2,202,000	10,403,000	12,605,000
2018	1,281,000	65,000	1,064,000	31,000	2,441,000	9,626,000	12,727,000

2018	1,881,000	65,000	1,064,000	81,000	3,091,000	9,636,000	12,727,000
2019	1,259,000	151,000	1,108,000	0	2,518,000	0	2,518,000
2020	1,362,000	89,000	1,180,000	62,000	2,693,000	13,284,000	15,977,000
2021	2,010,000	95,000	1,424,000	47,000	3,576,000	13,647,000	17,223,000
2022	1,435,000	0	0	1,036,000	2,471,000	13,412,000	15,883,000
2023	1,405,000	92,000	4,384,000	49,000	5,930,000	0	5,930,000
2024	1,469,000	141,000	1,469,000	747,000	3,826,000	14,443,000	18,269,000

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	1	283,192	601,814	283,192	601,814
2009	2	309,951	620,485	154,976	310,242
2010	2	381,236	842,909	190,618	421,455
2011	2	425,348	857,103	212,674	428,552
2012	2	460,108	970,350	230,054	485,175
2013	2	447,176	869,647	223,588	434,824
2014	2	415,743	744,356	207,871	372,178
2015	2	1,397,288	3,986,166	698,644	1,993,083
2016	3	2,409,000	4,982,000	803,000	1,660,667
2017	3	2,614,000	6,211,000	871,333	2,070,333
2018	4	3,462,000	7,522,000	865,500	1,880,500
2019	2	2,156,000	4,533,000	1,078,000	2,266,500
2020	2	2,312,000	4,970,000	1,156,000	2,485,000
2021	2	2,010,000	3,576,000	1,005,000	1,788,000
2022	1	1,435,000	2,471,000	1,435,000	2,471,000
2023	1	1,405,000	5,930,000	1,405,000	5,930,000
2024	2	2,729,000	6,402,000	1,364,500	3,201,000

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	979,444	97,944
2009	11	1,188,418	108,038
2010	12	1,575,774	131,314
2011	12	1,795,265	149,605
2012	12	2,117,925	176,494
2013	12	1,880,221	156,685

2013	12	1,880,221	156,685
2014	17	2,093,762	123,162
2015	17	3,700,000	217,647
2016	15	3,903,000	260,200
2017	12	4,429,000	369,083
2018	12	4,453,000	371,083
2019	14	5,065,000	361,786
2020	14	5,252,000	375,143
2021	14	5,417,000	386,929
2022	15	5,982,000	398,800
2023	14	5,934,000	423,857
2024	13	5,039,000	387,615

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2009	0	0	0	0	0	0	0
2010	0	0	0	0	0	0	0
2011	0	0	0	0	0	0	0
2012	0	0	0	0	0	0	0
2013	0	0	0	0	0	0	0
2014	0	0	0	0	0	0	0
2015	9,697,000	4,291,000	6,994,000	0	20,982,000	0	20,982,000
2016	14,685,714	1,100,000	8,114,286	0	23,900,000	0	23,900,000
2017	14,918,919	1,689,189	13,148,649	0	29,756,757	140,581,081	170,337,838
2018	23,512,500	812,500	13,300,000	1,012,500	38,637,500	120,450,000	159,087,500
2019	18,246,377	2,188,406	16,057,971	0	36,492,754	0	36,492,754
2020	22,700,000	1,483,333	19,666,667	1,033,333	44,883,333	221,400,000	266,283,333
2021	10,558,974	142,429	2,134,933	70,465	12,906,800	20,460,270	33,367,070
2022	21,417,910	0	0	15,462,687	36,880,597	200,179,104	237,059,701
2023	25,545,455	1,672,727	79,709,091	890,909	107,818,182	0	107,818,182
2024	27,716,981	2,660,377	27,716,981	14,094,340	72,188,679	272,509,434	344,698,113

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	1	2,342,000	4,977,000	2,342,000	4,977,000
2009	2	2,660,000	5,325,000	1,330,000	2,662,500

2009	2	2,660,000	5,325,000	1,330,000	2,662,500
2010	2	2,820,000	6,235,000	1,410,000	3,117,500
2011	2	3,054,000	6,154,000	1,527,000	3,077,000
2012	2	3,414,000	7,200,000	1,707,000	3,600,000
2013	2	3,801,000	7,392,000	1,900,500	3,696,000
2014	2	4,199,000	7,518,000	2,099,500	3,759,000
2015	2	15,454,000	44,087,000	7,727,000	22,043,500
2016	3	34,414,286	71,171,429	11,471,429	23,723,810
2017	3	35,324,324	83,932,432	11,774,775	27,977,477
2018	4	43,275,000	94,025,000	10,818,750	23,506,250
2019	2	31,246,377	65,695,652	15,623,188	32,847,826
2020	2	38,533,333	82,833,333	19,266,667	41,416,667
2021	2	10,558,974	12,906,800	5,279,487	6,453,400
2022	1	21,417,910	36,880,597	21,417,910	36,880,597
2023	1	25,545,455	107,818,182	25,545,455	107,818,182
2024	2	51,490,566	120,792,453	25,745,283	60,396,226