Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Boardman	Thomas (Tom) TA	Male	Yes	Yes
2009	Boardman	Thomas (Tom) TA	Male	Yes	Yes
2010	Boardman	Thomas (Tom) TA	Male	No	No
2010	Brown	Michael WT	Male	Yes	No
2011	Brown	Michael WT	Male	Yes	Yes
2012	Brown	Michael WT	Male	Yes	Yes
2013	Brown	Michael WT	Male	Yes	Yes
2014	Brown	Michael WT	Male	Yes	Yes
2015	Brown	Michael WT	Male	Yes	Yes
2016	Brown	Michael WT	Male	Yes	Yes
2017	Brown	Michael WT	Male	Yes	Yes
2018	Brown	Michael WT	Male	Yes	Yes
2019	Brown	Michael WT	Male	Yes	Yes
2020	Brown	Michael WT	Male	Yes	Yes
2021	Brown	Michael WT	Male	Yes	Yes
2022	Brown	Michael WT	Male	Yes	Yes
2023	Brown	Michael WT	Male	Yes	Yes
2024	Quinn	Jason	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	496,252	37,364	725,514	0	1,259,129	699,232	1,958,362
2009	547,308	41,249	670,007	0	1,258,564	427,016	1,685,580
2010	872,389	105,142	648,135	0	1,625,666	1,207,475	2,833,141
2011	727,978	100,693	740,997	0	1,569,668	0	1,569,668
2012	655,610	93,293	762,195	12,927	1,524,024	0	1,524,024
2013	584,792	95,625	729,167	0	1,409,583	0	1,409,583
2014	559,187	91,782	1,385,042	0	2,036,011	1,200,369	3,236,380
2015	499,530	82,367	646,552	568,182	1,796,630	1,057,994	2,854,624
2016	485,465	69,259	1,053,779	10,756	1,619,259	1,053,779	2,673,038
2017	514,600	73,441	1,008,804	11,730	1,608,584	1,062,830	2,679,414

2017	514,600	73,441	1,008,804	11,739	1,608,584	1,063,830	2,672,414
2018	510,556	72,917	1,111,111	12,014	1,706,597	1,145,833	2,852,431
2019	531,425	76,363	796,896	15,453	1,420,137	1,074,077	2,494,214
2020	517,734	74,757	536,373	17,633	1,146,497	1,743,212	2,889,708
2021	498,584	71,748	849,644	15,357	1,435,333	1,038,454	2,473,787
2022	475,374	68,548	985,050	15,587	1,544,559	985,050	2,529,609
2023	460,344	66,567	978,686	16,334	1,521,930	963,959	2,485,889
2024	305,752	30,049	548,336	0	884,137	4,426,825	5,310,961

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	772,189	1,966,626	386,094	983,313
2009	4	1,128,059	2,600,676	282,015	650,169
2010	4	1,669,739	3,312,401	417,435	828,100
2011	3	1,563,019	3,494,321	521,006	1,164,774
2012	3	1,395,488	3,402,805	465,163	1,134,268
2013	3	1,259,167	3,160,521	419,722	1,053,507
2014	3	1,209,141	3,772,022	403,047	1,257,341
2015	4	1,178,577	3,891,093	294,644	972,773
2016	3	1,071,875	3,516,933	357,292	1,172,311
2017	3	1,161,629	3,558,107	387,210	1,186,036
2018	6	1,974,931	7,007,361	329,155	1,167,894
2019	6	2,082,046	5,795,787	347,008	965,964
2020	7	1,804,425	3,959,437	257,775	565,634
2021	5	1,636,856	4,953,679	327,371	990,736
2022	7	2,058,234	7,369,278	294,033	1,052,754
2023	7	2,007,819	7,322,498	286,831	1,046,071
2024	3	931,623	3,716,839	310,541	1,238,946

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	15	1,360,943	90,730
2009	17	1,244,698	73,218
2010	16	1,625,666	101,604
2011	15	1,580,609	105,374
2012	15	1,434,634	95,642

2012	15	1,434,634	95,642
2013	12	1,190,417	99,201
2014	14	1,266,390	90,456
2015	17	1,223,041	71,944
2016	15	1,258,866	83,924
2017	17	1,468,599	86,388
2018	19	1,721,389	90,599
2019	15	1,729,125	115,275
2020	14	1,481,193	105,800
2021	12	1,376,990	114,749
2022	12	1,309,364	109,114
2023	13	1,270,765	97,751
2024	11	1,425,015	129,547

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,104,000	309,000	6,000,000	0	10,413,000	5,782,650	16,195,650
2009	4,697,000	354,000	5,750,000	0	10,801,000	3,664,650	14,465,650
2010	6,057,000	730,000	4,500,000	0	11,287,000	8,383,496	19,670,496
2011	5,256,000	727,000	5,350,000	0	11,333,000	0	11,333,000
2012	5,376,000	765,000	6,250,000	106,000	12,497,000	0	12,497,000
2013	5,614,000	918,000	7,000,000	0	13,532,000	0	13,532,000
2014	6,056,000	994,000	15,000,000	0	22,050,000	13,000,000	35,050,000
2015	6,374,000	1,051,000	8,250,000	7,250,000	22,925,000	13,500,000	36,425,000
2016	6,680,000	953,000	14,500,000	148,000	22,281,000	14,500,000	36,781,000
2017	7,014,000	1,001,000	13,750,000	160,000	21,925,000	14,500,000	36,425,000
2018	7,352,000	1,050,000	16,000,000	173,000	24,575,000	16,500,000	41,075,000
2019	7,669,000	1,102,000	11,500,000	223,000	20,494,000	15,500,000	35,994,000
2020	7,722,000	1,115,000	8,000,000	263,000	17,100,000	26,000,000	43,100,000
2021	7,922,000	1,140,000	13,500,000	244,000	22,806,000	16,500,000	39,306,000
2022	8,204,000	1,183,000	17,000,000	269,000	26,656,000	17,000,000	43,656,000
2023	8,596,000	1,243,000	18,275,000	305,000	28,419,000	18,000,000	46,419,000
2024	5,576,000	548,000	10,000,000	0	16,124,000	80,732,000	96,856,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	6,386,000	16,264,000	3,193,000	8,132,000
2009	4	9,681,000	22,319,000	2,420,250	5,579,750
2010	4	11,593,000	22,998,000	2,898,250	5,749,500
2011	3	11,285,000	25,229,000	3,761,667	8,409,667
2012	3	11,443,000	27,903,000	3,814,333	9,301,000
2013	3	12,088,000	30,341,000	4,029,333	10,113,667
2014	3	13,095,000	40,851,000	4,365,000	13,617,000
2015	4	15,780,000	52,001,000	3,945,000	13,000,250
2016	3	14,749,000	48,393,000	4,916,333	16,131,000
2017	3	15,833,000	48,497,000	5,277,667	16,165,667
2018	6	28,439,000	100,906,000	4,739,833	16,817,667
2019	6	30,046,000	83,639,000	5,007,667	13,939,833
2020	7	26,913,000	59,055,000	3,844,714	8,436,429
2021	5	26,008,000	78,709,000	5,201,600	15,741,800
2022	7	35,521,000	127,179,000	5,074,429	18,168,429
2023	7	37,492,000	136,733,000	5,356,000	19,533,286
2024	3	16,990,000	67,784,000	5,663,333	22,594,667