# Company Directors Report

**CEO Biography - USD:**

| Year End: | Director Surname: | Director Name: | Director Gender: | Full Year on Board?: | Full year in position?: |
|---|---|---|---|---|---|
| 2011 | Dippenaar | Johan | Male | Yes | Yes |
| 2012 | Dippenaar | Johan | Male | Yes | Yes |
| 2014 | Dippenaar | Johan | Male | Yes | Yes |
| 2015 | Dippenaar | Johan | Male | Yes | Yes |
| 2016 | Dippenaar | Johan | Male | Yes | Yes |
| 2017 | Dippenaar | Johan | Male | Yes | Yes |
| 2018 | Dippenaar | Johan | Male | Yes | Yes |
| 2019 | Dippenaar | Johan | Male | No | No |
| 2019 | Duffy | Richard | Male | No | No |
| 2020 | Duffy | Richard | Male | Yes | Yes |
| 2021 | Duffy | Richard | Male | Yes | Yes |
| 2022 | Duffy | Richard | Male | Yes | Yes |
| 2023 | Duffy | Richard | Male | Yes | Yes |
| 2024 | Duffy | Richard | Male | No | No |

**CEO Remuneration - USD:**

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other: | Total Annual: | LTI Payment: | Total Including LTI: |
|---|---|---|---|---|---|---|---|
| 2011 | 366,242 | 7,643 | 270,701 | 0 | 644,586 | 0 | 644,586 |
| 2012 | 414,821 | 30,821 | 339,461 | 0 | 785,103 | 0 | 785,103 |
| 2014 | 522,500 | 62,207 | 502,579 | 167,528 | 1,254,814 | 469,321 | 1,724,134 |
| 2015 | 538,922 | 62,835 | 242,515 | 80,838 | 925,111 | 556,379 | 1,481,490 |
| 2016 | 480,000 | 59,972 | 297,000 | 99,000 | 935,972 | 580,723 | 1,516,695 |
| 2017 | 494,400 | 61,771 | 0 | 84,543 | 640,713 | 86,869 | 727,583 |
| 2018 | 370,800 | 45,830 | 98,114 | 0 | 514,744 | 36,057 | 550,801 |
| 2019 | 470,558 | 58,475 | 219,374 | 0 | 748,407 | 6,246 | 754,654 |
| 2020 | 424,875 | 55,445 | 0 | 0 | 480,320 | 0 | 480,320 |
| 2021 | 520,056 | 61,942 | 547,916 | 0 | 1,129,914 | 0 | 1,129,914 |
| 2022 | 535,714 | 65,927 | 473,706 | 0 | 1,075,347 | 204,663 | 1,280,010 |
| 2023 | 575,977 | 72,454 | 358,330 | 119,443 | 1,126,204 | 184,395 | 1,310,599 |
| 2024 | 609,390 | 75,860 | 0 | 0 | 685,250 | 90,936 | 776,187 |

**Executive Director Remuneration - USD:**

| Financial Year: | No. of EDs: | Total Salary: | Cash Bonus | Other: | Total Annual: |
|---|---|---|---|---|---|
| 2011 | 4 | 1,289,809 | 2,269,938 | 322,452 | 567,484 |
| 2012 | 4 | 1,294,320 | 2,350,068 | 323,580 | 587,517 |
| 2013 | 3 | 1,338,710 | 2,707,508 | 446,237 | 902,503 |
| 2014 | 3 | 1,495,431 | 3,587,981 | 498,477 | 1,195,994 |
| 2015 | 3 | 1,409,027 | 2,417,759 | 469,676 | 805,920 |
| 2016 | 3 | 1,254,973 | 2,440,057 | 418,324 | 813,352 |
| 2017 | 2 | 893,520 | 1,150,563 | 446,760 | 575,281 |
| 2018 | 3 | 695,140 | 997,583 | 231,713 | 332,528 |
| 2019 | 3 | 800,508 | 1,235,461 | 266,836 | 411,820 |
| 2020 | 2 | 728,750 | 823,850 | 364,375 | 411,925 |
| 2021 | 2 | 892,006 | 1,938,042 | 446,003 | 969,021 |
| 2022 | 2 | 892,857 | 1,788,228 | 446,429 | 894,114 |
| 2023 | 2 | 959,962 | 1,874,127 | 479,981 | 937,064 |
| 2024 | 3 | 1,052,630 | 1,179,089 | 350,877 | 393,030 |

**Non-Executive Director Remuneration - USD:**

| Financial Year: | No. of NEDs: | Total Fees: | Average Fees |
|---|---|---|---|
| 2011 | 2 | 95,541 | 47,771 |
| 2012 | 4 | 386,960 | 96,740 |
| 2013 | 5 | 548,355 | 109,671 |
| 2014 | 4 | 642,276 | 160,569 |
| 2015 | 5 | 610,102 | 122,020 |
| 2016 | 5 | 571,792 | 114,358 |
| 2017 | 5 | 588,533 | 117,707 |
| 2018 | 5 | 441,431 | 88,286 |
| 2019 | 7 | 646,188 | 92,313 |
| 2020 | 8 | 698,186 | 87,273 |
| 2021 | 7 | 697,273 | 99,610 |
| 2022 | 10 | 793,777 | 79,378 |
| 2023 | 9 | 834,852 | 92,761 |
| 2024 | 8 | 697,027 | 87,128 |

**CEO Remuneration - ZAR:**

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other | Total Annual | LTI Payment | Total Including LTI |
|---|---|---|---|---|---|---|---|
| 2011 | 2,839,506 | 59,259 | 2,098,765 | 0 | 4,997,531 | 0 | 4,997,531 |
| 2012 | 3,231,506 | 240,099 | 2,644,444 | 0 | 6,116,049 | 0 | 6,116,049 |
| 2014 | 5,050,833 | 601,333 | 4,858,267 | 1,619,433 | 12,129,867 | 4,536,767 | 16,666,633 |
| 2015 | 6,000,000 | 699,567 | 2,700,000 | 900,000 | 10,299,567 | 6,194,350 | 16,493,917 |
| 2016 | 7,200,000 | 899,580 | 4,455,000 | 1,485,000 | 14,039,580 | 8,710,840 | 22,750,420 |
| 2017 | 6,180,000 | 772,133 | 0 | 1,056,783 | 8,008,917 | 1,085,867 | 9,094,783 |
| 2018 | 6,741,818 | 833,273 | 1,783,891 | 0 | 9,358,982 | 655,582 | 10,014,564 |
| 2019 | 6,866,667 | 853,296 | 3,201,241 | 0 | 10,921,204 | 91,148 | 11,012,352 |
| 2020 | 6,798,000 | 887,120 | 0 | 0 | 7,685,120 | 0 | 7,685,120 |
| 2021 | 7,270,588 | 865,980 | 7,660,078 | 0 | 15,796,647 | 0 | 15,796,647 |
| 2022 | 8,529,412 | 1,049,667 | 7,542,137 | 0 | 17,121,216 | 3,258,549 | 20,379,765 |
| 2023 | 10,875,000 | 1,368,000 | 6,765,619 | 2,255,190 | 21,263,810 | 3,481,548 | 24,745,357 |
| 2024 | 11,153,256 | 1,388,419 | 0 | 0 | 12,541,674 | 1,664,349 | 14,206,023 |

**Executive Director Remuneration - ZAR:**

| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration | Average Salary | Average Remuneration |
|---|---|---|---|---|---|
| 2011 | 4 | 9,834,912 | 17,308,471 | 2,458,728 | 4,327,118 |
| 2012 | 4 | 10,082,914 | 18,307,321 | 2,520,728 | 4,576,830 |
| 2013 | 3 | 12,968,750 | 26,228,984 | 4,322,917 | 8,742,995 |
| 2014 | 3 | 14,455,833 | 34,683,817 | 4,818,611 | 11,561,272 |
| 2015 | 3 | 15,687,167 | 26,917,717 | 5,229,056 | 8,972,572 |
| 2016 | 3 | 18,824,600 | 36,600,860 | 6,274,867 | 12,200,287 |
| 2017 | 2 | 11,169,000 | 14,382,033 | 5,584,500 | 7,191,017 |
| 2018 | 3 | 12,738,559 | 18,284,566 | 4,246,186 | 6,094,855 |
| 2019 | 3 | 11,681,481 | 18,028,574 | 3,893,827 | 6,009,525 |
| 2020 | 2 | 11,660,000 | 13,181,600 | 5,830,000 | 6,590,800 |
| 2021 | 2 | 12,470,588 | 27,094,588 | 6,235,294 | 13,547,294 |
| 2022 | 2 | 14,215,686 | 28,471,392 | 7,107,843 | 14,235,696 |
| 2023 | 2 | 18,125,000 | 35,385,310 | 9,062,500 | 17,692,655 |
| 2024 | 3 | 19,265,581 | 21,580,070 | 6,421,860 | 7,193,357 |