

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	Duffy	Richard	Male	No	No
2019	Dippenaar	Johan	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

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

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

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

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2011	2 829 506	59 259	2 098 765	0	4 997 531	0	4 997 531

2011	2,000,000	00,200	2,000,700	0	7,007,001	0	7,007,001
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

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