Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Gomersall	John	Male	Yes	Yes
2009	Gomersall	John	Male	No	No
2009	Stuiver	Paul	Male	No	No
2010	Stuiver	Paul	Male	Yes	Yes
2011	Stuiver	Paul	Male	Yes	Yes
2012	Stuiver	Paul	Male	Yes	Yes
2013	Stuiver	Paul	Male	No	No
2013	Gordhan	Ketso M	Male	No	No
2014	Gordhan	Ketso M	Male	Yes	Yes
2015	Castle	DJ	Male	No	No
2016	Castle	DJ	Male	Yes	Yes
2017	Castle	DJ	Male	Yes	Yes
2018	Castle	DJ	Male	Yes	Yes
2018	Claassen	Johannes Theodorus	Male	No	No
2019	Claassen	Johannes Theodorus	Male	Yes	Yes
2020	Claassen	Johannes Theodorus	Male	No	No
2020	van Wijnen	Roland	Male	No	No
2021	van Wijnen	Roland	Male	No	No
2022	van Wijnen	Roland	Male	Yes	Yes
2023	van Wijnen	Roland	Male	Yes	Yes
2024	Cardarelli	Matias	male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	352,721	133,132	165,780	0	651,632	0	651,632
2009	403,286	111,279	44,395	0	558,961	0	558,961
2010	683,661	136,280	146,448	0	966,389	14,748	981,137
2011	428,613	164,740	169,075	0	762,428	0	762,428
2012	398,756	137,189	166,169	249	702,363	0	702,363
2013	626,559	86,022	308,710	344,301	1,365,591	0	1,365,591

2014	419,962	53,264	0	1,397,162	1,870,388	185,620	2,056,008
2015	293,333	35,167	154,417	0	482,917	0	482,917
2016	172,845	20,706	0	543	194,094	0	194,094
2017	387,121	51,813	0	592	439,526	0	439,526
2018	416,082	70,867	121,716	1,522,510	2,131,177	76,611	2,207,788
2019	396,886	66,657	0	21,478	485,021	0	485,021
2020	541,422	67,055	46,644	420,939	1,076,060	105,775	1,181,835
2021	626,492	19,999	0	23,332	669,822	0	669,822
2022	665,622	7,603	407,069	23,875	1,104,168	767,523	1,871,691
2023	558,943	0	149,901	36,121	744,965	0	744,965
2024	318,027	30,046	238,985	265	587,323	1,476,961	2,064,285

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	1,105,925	2,016,808	221,185	403,362
2009	6	1,287,229	2,114,659	214,538	352,443
2010	4	1,559,384	2,462,364	389,846	615,591
2011	6	1,513,295	4,378,613	252,216	729,769
2012	5	1,509,080	3,074,627	301,816	614,925
2013	6	1,574,839	3,548,602	262,473	591,434
2014	3	715,705	2,687,417	238,568	895,806
2015	2	545,500	981,167	272,750	490,583
2016	2	281,806	342,227	140,903	171,113
2017	2	645,528	882,532	322,764	441,266
2018	3	732,917	2,753,273	244,306	917,758
2019	2	670,327	834,642	335,164	417,321
2020	4	791,752	1,700,084	197,938	425,021
2021	3	942,604	992,600	314,201	330,867
2022	4	1,476,559	2,566,656	369,140	641,664
2023	2	883,373	1,133,921	441,687	566,960
2024	3	1,070,283	1,861,875	356,761	620,625

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	7	231,318	33,045
2009	8	386,390	48,299

2009	8	386,390	48,299
2010	9	645,530	71,726
2011	9	604,046	67,116
2012	10	628,856	62,886
2013	9	586,129	65,125
2014	10	607,096	60,710
2015	16	772,833	51,522
2016	13	334,487	25,730
2017	11	763,988	69,453
2018	13	980,742	75,442
2019	11	491,624	44,693
2020	8	366,911	45,864
2021	9	353,176	39,242
2022	9	372,257	41,362
2023	8	308,341	38,543
2024	8	355,664	44,458

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,917,000	1,101,000	1,371,000	0	5,389,000	0	5,389,000
2009	3,461,000	955,000	381,000	0	4,797,000	0	4,797,000
2010	4,841,000	965,000	1,037,000	0	6,843,000	104,428	6,947,428
2011	2,966,000	1,140,000	1,170,000	0	5,276,000	0	5,276,000
2012	3,206,000	1,103,000	1,336,000	2,000	5,647,000	0	5,647,000
2013	5,827,000	800,000	2,871,000	3,202,000	12,700,000	0	12,700,000
2014	4,439,000	563,000	0	14,768,000	19,770,000	1,962,000	21,732,000
2015	3,520,000	422,000	1,853,000	0	5,795,000	0	5,795,000
2016	2,546,000	305,000	0	8,000	2,859,000	0	2,859,000
2017	5,230,000	700,000	0	8,000	5,938,000	0	5,938,000
2018	4,926,000	839,000	1,441,000	18,025,000	25,231,000	907,000	26,138,000
2019	5,710,000	959,000	0	309,000	6,978,000	0	6,978,000
2020	9,019,000	1,117,000	777,000	7,012,000	17,925,000	1,762,000	19,687,000
2021	9,398,000	300,000	0	350,000	10,048,000	0	10,048,000
2022	9,981,000	114,000	6,104,000	358,000	16,557,000	11,509,000	28,066,000
2023	10,213,000	0	2,739,000	660,000	13,612,000	0	13,612,000
2024	5,991,000	566,000	4,502,000	5,000	11,064,000	27,823,000	38,887,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	9,146,000	16,679,000	1,829,200	3,335,800
2009	6	11,047,000	18,148,000	1,841,167	3,024,667
2010	4	11,042,000	17,436,000	2,760,500	4,359,000
2011	6	10,472,000	30,300,000	1,745,333	5,050,000
2012	5	12,133,000	24,720,000	2,426,600	4,944,000
2013	6	14,646,000	33,002,000	2,441,000	5,500,333
2014	3	7,565,000	28,406,000	2,521,667	9,468,667
2015	2	6,546,000	11,774,000	3,273,000	5,887,000
2016	2	4,151,000	5,041,000	2,075,500	2,520,500
2017	2	8,703,000	11,892,000	4,351,500	5,946,000
2018	3	8,677,000	32,596,000	2,892,333	10,865,333
2019	2	9,644,000	12,008,000	4,822,000	6,004,000
2020	4	13,189,000	28,320,000	3,297,250	7,080,000
2021	3	14,140,000	14,890,000	4,713,333	4,963,333
2022	4	22,141,000	38,487,000	5,535,250	9,621,750
2023	2	16,141,000	20,719,000	8,070,500	10,359,500
2024	3	20,162,000	35,074,000	6,720,667	11,691,333