Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2014	Dally	Miles	Male	Yes	Yes
2015	Dally	Miles	Male	Yes	Yes
2016	Dally	Miles	Male	Yes	Yes
2017	Dally	Miles	Male	Yes	Yes
2018	Dally	Miles	Male	Yes	Yes
2019	Dally	Miles	Male	Yes	Yes
2020	Dally	Miles	Male	Yes	Yes
2021	Dally	Miles	Male	Yes	Yes
2022	Dally	Miles	Male	No	No
2022	Cruickshank	Paul	Male	No	No
2023	Cruickshank	Paul	Male	Yes	Yes
2024	Cruickshank	Paul	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2014	594,118	64,031	172,131	0	830,280	205,207	1,035,487
2015	584,615	62,762	240,385	0	887,762	187,150	1,074,913
2016	490,915	57,153	563,390	0	1,111,458	0	1,111,458
2017	608,569	57,460	238,256	0	904,285	78,041	982,326
2018	593,048	60,463	577,598	0	1,231,110	346,980	1,578,090
2019	612,515	36,900	256,179	20,880	926,474	234,614	1,161,087
2020	503,147	136,962	33,221	11,540	684,870	0	684,870
2021	683,684	41,490	0	69,246	794,420	0	794,420
2022	520,671	28,680	1,995,632	37,164	2,582,146	0	2,582,146
2023	395,059	32,265	479,182	12,352	918,858	0	918,858
2024	426,008	34,753	523,196	13,107	997,063	0	997,063

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2014	2	880,328	1,220,733	440,164	610,366
2015	2	873,077	1,315,385	436,538	657,692
2016	2	744,881	1,659,051	372,441	829,525
2017	2	909,946	1,380,719	454,973	690,360
2018	2	892,416	1,848,034	446,208	924,017
2019	2	922,298	1,402,752	461,149	701,376
2020	2	758,422	1,042,604	379,211	521,302
2021	2	1,033,005	1,224,491	516,502	612,246
2022	3	839,273	3,202,445	279,758	1,067,482
2023	2	674,209	1,507,188	337,105	753,594
2024	2	725,839	1,579,921	362,919	789,960

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2014	9	274,060	30,451
2015	9	296,853	32,984
2016	9	252,542	28,060
2017	9	305,662	33,962
2018	10	332,872	33,287
2019	11	393,510	35,774
2020	12	367,525	30,627
2021	12	475,732	39,644
2022	11	404,812	36,801
2023	11	355,074	32,279
2024	10	359,602	35,960

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2014	6,161,000	664,000	1,785,000	0	8,610,000	2,128,000	10,738,000
2015	6,688,000	718,000	2,750,000	0	10,156,000	2,141,000	12,297,000
2016	7,241,000	843,000	8,310,000	0	16,394,000	0	16,394,000
2017	7,954,000	751,000	3,114,000	0	11,819,000	1,020,000	12,839,000
2018	8,445,000	861,000	8,225,000	0	17,531,000	4,941,000	22,472,000

2019	8,947,000	539,000	3,742,000	305,000	13,533,000	3,427,000	16,960,000
2020	8,633,000	2,350,000	570,000	198,000	11,751,000	0	11,751,000
2021	9,508,000	577,000	0	963,000	11,048,000	0	11,048,000
2022	8,224,000	453,000	31,521,000	587,000	40,785,000	0	40,785,000
2023	7,420,000	606,000	9,000,000	232,000	17,258,000	0	17,258,000
2024	7,833,000	639,000	9,620,000	241,000	18,333,000	0	18,333,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2014	2	9,129,000	12,659,000	4,564,500	6,329,500
2015	2	9,988,000	15,048,000	4,994,000	7,524,000
2016	2	10,987,000	24,471,000	5,493,500	12,235,500
2017	2	11,893,000	18,046,000	5,946,500	9,023,000
2018	2	12,708,000	26,316,000	6,354,000	13,158,000
2019	2	13,472,000	20,490,000	6,736,000	10,245,000
2020	2	13,013,000	17,889,000	6,506,500	8,944,500
2021	2	14,366,000	17,029,000	7,183,000	8,514,500
2022	3	13,256,000	50,582,000	4,418,667	16,860,667
2023	2	12,663,000	28,308,000	6,331,500	14,154,000
2024	2	13,346,000	29,050,000	6,673,000	14,525,000