Company Directors Report

CEO Biography - USD:

Year En	d: Director Surnar	me: Director Na	ame: Director Ge	nder: 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 N	EDs: 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
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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 Y	ear: No. of	EDs: Total Salary	: Total Annua	Remuneration Average Sala	ary 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