# Company Directors Report

**CEO Biography - USD:**

| Year End: | Director Surname: | Director Name: | Director Gender: | Full Year on Board?: | Full year in position?: |
|---|---|---|---|---|---|
| 2008 | Cooper | Peter | Male | Yes | Yes |
| 2009 | Cooper | Peter | Male | Yes | Yes |
| 2010 | Cooper | Peter | Male | Yes | Yes |
| 2011 | Cooper | Peter | Male | Yes | Yes |
| 2012 | Cooper | Peter | Male | Yes | Yes |
| 2013 | Cooper | Peter | Male | Yes | Yes |
| 2014 | Cooper | Peter | Male | Yes | Yes |
| 2015 | Cooper | Peter | Male | No | No |
| 2015 | Bosman | Herman | Male | Yes | Yes |
| 2016 | Bosman | Herman | Male | Yes | Yes |
| 2017 | Bosman | Herman | Male | Yes | Yes |
| 2018 | Bosman | Herman | Male | No | No |
| 2019 | Bosman | Herman | Male | Yes | Yes |
| 2020 | Bosman | Herman | Male | Yes | Yes |
| 2021 | Bosman | Herman | Male | Yes | Yes |
| 2022 | Bosman | Herman | Male | Yes | Yes |
| 2022 | Roberts | Brian | Male | No | No |
| 2023 | Roberts | Brian | Male | Yes | Yes |
| 2024 | Roberts | Brian | Male | No | No |

**CEO Remuneration - USD:**

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other: | Total Annual: | LTI Payment: | Total Including LTI: |
|---|---|---|---|---|---|---|---|
| 2008 | 267,352 | 59,613 | 574,365 | 0 | 901,330 | 89,480 | 990,810 |
| 2009 | 283,500 | 63,272 | 387,439 | 0 | 734,211 | 46,027 | 780,238 |
| 2010 | 366,912 | 81,119 | 556,560 | 0 | 1,004,592 | 241,826 | 1,246,417 |
| 2011 | 435,387 | 95,702 | 365,330 | 0 | 896,418 | 309,456 | 1,205,874 |
| 2012 | 426,839 | 157,806 | 351,613 | 0 | 936,258 | 12,903 | 949,161 |
| 2013 | 815,341 | 150,568 | 0 | 0 | 965,909 | 0 | 965,909 |
| 2014 | 725,362 | 148,795 | 101,446 | 0 | 975,603 | 1,179,460 | 2,155,063 |
| 2015 | 511,364 | 85,227 | 656,294 | 0 | 1,252,885 | 571,241 | 1,824,126 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 2016 | 141,424 | 20,814 | 33,898 | 0 | 196,136 | 0 | 196,136 |
| 2017 | 171,691 | 23,412 | 0 | 0 | 195,103 | 0 | 195,103 |
| 2018 | 172,331 | 22,683 | 0 | 0 | 195,014 | 0 | 195,014 |
| 2019 | 190,320 | 19,580 | 0 | 3,081 | 212,980 | 0 | 212,980 |
| 2020 | 164,297 | 17,543 | 0 | 5,304 | 187,143 | 0 | 187,143 |
| 2021 | 50,930 | 6,066 | 0 | 2,133 | 59,129 | 0 | 59,129 |
| 2022 | 353,718 | 13,338 | 0 | 0 | 367,056 | 0 | 367,056 |
| 2023 | 222,253 | 1,368 | 0 | 0 | 223,621 | 65,620 | 289,240 |
| 2024 | 230,870 | 1,421 | 0 | 0 | 232,291 | 831,666 | 1,063,957 |

**Executive Director Remuneration - USD:**

| Financial Year: | No. of EDs: | Total Salary: | Cash Bonus | Other: | Total Annual: |
|---|---|---|---|---|---|
| 2008 | 1 | 267,352 | 901,330 | 267,352 | 901,330 |
| 2009 | 1 | 283,500 | 734,211 | 283,500 | 734,211 |
| 2010 | 1 | 366,912 | 1,004,592 | 366,912 | 1,004,592 |
| 2011 | 1 | 435,387 | 896,418 | 435,387 | 896,418 |
| 2012 | 1 | 426,839 | 936,258 | 426,839 | 936,258 |
| 2013 | 1 | 815,341 | 965,909 | 815,341 | 965,909 |
| 2014 | 1 | 725,362 | 975,603 | 725,362 | 975,603 |
| 2015 | 2 | 511,364 | 1,252,885 | 255,682 | 626,442 |
| 2016 | 1 | 141,424 | 196,136 | 141,424 | 196,136 |
| 2017 | 1 | 171,691 | 195,103 | 171,691 | 195,103 |
| 2018 | 1 | 172,331 | 195,014 | 172,331 | 195,014 |
| 2019 | 1 | 190,320 | 212,980 | 190,320 | 212,980 |
| 2020 | 1 | 164,297 | 187,143 | 164,297 | 187,143 |
| 2021 | 1 | 50,930 | 59,129 | 50,930 | 59,129 |
| 2022 | 2 | 353,718 | 367,056 | 176,859 | 183,528 |
| 2023 | 3 | 335,705 | 341,014 | 111,902 | 113,671 |
| 2024 | 2 | 468,334 | 469,756 | 234,167 | 234,878 |

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

| Financial Year: | No. of NEDs: | Total Fees: | Average Fees |
|---|---|---|---|
| 2008 | 8 | 151,753 | 18,969 |
| 2009 | 10 | 170,240 | 17,024 |
| 2010 | 10 | 205,510 | 20,551 |
| 2011 | 11 | 212,894 | 19,354 |

| | | | |
|---|---|---|---|
| 2011 | 11 | 212,694 | 19,354 |
| 2012 | 10 | 161,677 | 16,168 |
| 2013 | 11 | 161,136 | 14,649 |
| 2014 | 10 | 156,316 | 15,632 |
| 2015 | 14 | 211,497 | 15,107 |
| 2016 | 15 | 153,356 | 10,224 |
| 2017 | 14 | 184,239 | 13,160 |
| 2018 | 18 | 2,767,205 | 153,734 |
| 2019 | 14 | 197,577 | 14,113 |
| 2020 | 14 | 168,609 | 12,044 |
| 2021 | 15 | 69,195 | 4,613 |
| 2022 | 7 | 116,105 | 16,586 |
| 2023 | 6 | 98,292 | 16,382 |
| 2024 | 7 | 118,249 | 16,893 |

**CEO Remuneration - ZAR:**

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other | Total Annual | LTI Payment | Total Including LTI |
|---|---|---|---|---|---|---|---|
| 2008 | 2,211,000 | 493,000 | 4,750,000 | 0 | 7,454,000 | 740,000 | 8,194,000 |
| 2009 | 2,433,000 | 543,000 | 3,325,000 | 0 | 6,301,000 | 395,000 | 6,696,000 |
| 2010 | 2,637,000 | 583,000 | 4,000,000 | 0 | 7,220,000 | 1,738,000 | 8,958,000 |
| 2011 | 3,039,000 | 668,000 | 2,550,000 | 0 | 6,257,000 | 2,160,000 | 8,417,000 |
| 2012 | 3,308,000 | 1,223,000 | 2,725,000 | 0 | 7,256,000 | 100,000 | 7,356,000 |
| 2013 | 7,175,000 | 1,325,000 | 0 | 0 | 8,500,000 | 0 | 8,500,000 |
| 2014 | 7,522,000 | 1,543,000 | 1,052,000 | 0 | 10,117,000 | 12,231,000 | 22,348,000 |
| 2015 | 5,850,000 | 975,000 | 7,508,000 | 0 | 14,333,000 | 6,535,000 | 20,868,000 |
| 2016 | 2,086,000 | 307,000 | 500,000 | 0 | 2,893,000 | 0 | 2,893,000 |
| 2017 | 2,244,000 | 306,000 | 0 | 0 | 2,550,000 | 0 | 2,550,000 |
| 2018 | 2,454,000 | 323,000 | 0 | 0 | 2,777,000 | 0 | 2,777,000 |
| 2019 | 2,780,000 | 286,000 | 0 | 45,000 | 3,111,000 | 0 | 3,111,000 |
| 2020 | 2,819,000 | 301,000 | 0 | 91,000 | 3,211,000 | 0 | 3,211,000 |
| 2021 | 764,000 | 91,000 | 0 | 32,000 | 887,000 | 0 | 887,000 |
| 2022 | 5,304,000 | 200,000 | 0 | 0 | 5,504,000 | 0 | 5,504,000 |
| 2023 | 4,061,000 | 25,000 | 0 | 0 | 4,086,000 | 1,199,000 | 5,285,000 |
| 2024 | 4,061,000 | 25,000 | 0 | 0 | 4,086,000 | 14,629,000 | 18,715,000 |

**Executive Director Remuneration - ZAR:**

| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration | Average Salary | Average Remuneration |
|---|---|---|---|---|---|
| 2008 | 1 | 2,211,000 | 7,454,000 | 2,211,000 | 7,454,000 |
| 2009 | 1 | 2,433,000 | 6,301,000 | 2,433,000 | 6,301,000 |
| 2010 | 1 | 2,637,000 | 7,220,000 | 2,637,000 | 7,220,000 |
| 2011 | 1 | 3,039,000 | 6,257,000 | 3,039,000 | 6,257,000 |
| 2012 | 1 | 3,308,000 | 7,256,000 | 3,308,000 | 7,256,000 |
| 2013 | 1 | 7,175,000 | 8,500,000 | 7,175,000 | 8,500,000 |
| 2014 | 1 | 7,522,000 | 10,117,000 | 7,522,000 | 10,117,000 |
| 2015 | 2 | 5,850,000 | 14,333,000 | 2,925,000 | 7,166,500 |
| 2016 | 1 | 2,086,000 | 2,893,000 | 2,086,000 | 2,893,000 |
| 2017 | 1 | 2,244,000 | 2,550,000 | 2,244,000 | 2,550,000 |
| 2018 | 1 | 2,454,000 | 2,777,000 | 2,454,000 | 2,777,000 |
| 2019 | 1 | 2,780,000 | 3,111,000 | 2,780,000 | 3,111,000 |
| 2020 | 1 | 2,819,000 | 3,211,000 | 2,819,000 | 3,211,000 |
| 2021 | 1 | 764,000 | 887,000 | 764,000 | 887,000 |
| 2022 | 2 | 5,304,000 | 5,504,000 | 2,652,000 | 2,752,000 |
| 2023 | 3 | 6,134,000 | 6,231,000 | 2,044,667 | 2,077,000 |
| 2024 | 2 | 8,238,000 | 8,263,000 | 4,119,000 | 4,131,500 |