

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

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	174,004	20,410	0	0	194,414	0	194,414

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

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

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
2012	10	161,677	16,168
2013	11	161,136	14,649
2014	10	156,216	15,622

2014	10	150,510	13,032
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

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

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

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