Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Visser	Matthys Hendrick (Thys)	Male	Yes	Yes
2009	Visser	Matthys Hendrick (Thys)	Male	Yes	Yes
2010	Visser	Matthys Hendrick (Thys)	Male	Yes	Yes
2011	Visser	Matthys Hendrick (Thys)	Male	Yes	Yes
2012	Visser	Matthys Hendrick (Thys)	Male	No	No
2012	Durand	Jannie J	Male	Yes	Yes
2013	Durand	Jannie J	Male	Yes	Yes
2014	Durand	Jannie J	Male	Yes	Yes
2015	Durand	Jannie J	Male	Yes	Yes
2016	Durand	Jannie J	Male	Yes	Yes
2017	Durand	Jannie J	Male	Yes	Yes
2018	Durand	Jannie J	Male	Yes	Yes
2019	Durand	Jannie J	Male	Yes	Yes
2020	Durand	Jannie J	Male	Yes	Yes
2021	Durand	Jannie J	Male	Yes	Yes
2022	Durand	Jannie J	Male	Yes	Yes
2023	Durand	Jannie J	Male	Yes	Yes
2024	Durand	Jannie J	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	752,721	203,023	0	0	955,744	0	955,744
2009	787,229	239,455	0	0	1,026,684	5,031,112	6,057,795
2010	1,113,154	264,567	0	0	1,377,721	0	1,377,721
2011	1,637,966	381,089	0	0	2,019,054	1,288,968	3,308,023
2012	1,639,484	453,548	0	0	2,093,032	4,407,871	6,500,903
2013	828,750	194,545	0	0	1,023,295	0	1,023,295
2014	734,523	177,338	0	0	911,861	0	911,861
2015	804,545	163,811	21,416	26,399	1,016,171	0	1,016,171
2016	665,424	136,000	20,339	21,831	843,593	0	843,593

2017	803,826	164,269	24,560	26,320	1,018,975	561,438	1,580,413
2018	736,096	150,772	24,228	24,508	935,604	41,854	977,458
2019	772,643	182,652	0	25,193	980,489	0	980,489
2020	626,588	127,870	22,730	23,196	800,385	0	800,385
2021	833,825	170,921	28,043	31,711	1,064,500	0	1,064,500
2022	766,508	156,948	0	51,219	974,676	612,979	1,587,654
2023	682,515	139,761	0	45,522	867,799	1,250,666	2,118,464
2024	740,850	176,918	0	24,202	941,970	1,701,746	2,643,716

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	1,531,923	2,003,748	306,385	400,750
2009	7	1,850,385	2,421,347	264,341	345,907
2010	7	2,867,514	3,598,080	409,645	514,011
2011	7	4,379,513	5,513,037	625,645	787,577
2012	6	3,038,323	3,873,806	506,387	645,634
2013	5	2,188,750	2,755,909	437,750	551,182
2014	4	1,729,026	2,151,784	432,257	537,946
2015	3	1,582,780	2,050,524	527,593	683,508
2016	4	1,274,915	1,658,915	318,729	414,729
2017	4	1,385,004	1,865,723	346,251	466,431
2018	4	1,276,615	1,741,222	319,154	435,305
2019	3	1,186,007	1,588,485	395,336	529,495
2020	3	965,147	1,307,087	321,716	435,696
2021	3	1,310,994	1,761,918	436,998	587,306
2022	3	1,219,563	1,630,389	406,521	543,463
2023	3	1,086,359	1,452,454	362,120	484,151
2024	3	1,181,704	1,579,486	393,901	526,495

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	687,183	68,718
2009	11	605,919	55,084
2010	12	567,798	47,316
2011	11	881,089	80,099
2012	11	680,774	61,889

2012	11	680,774	61,889
2013	11	404,659	36,787
2014	9	260,752	28,972
2015	10	257,780	25,778
2016	10	263,322	26,332
2017	10	305,452	30,545
2018	9	291,081	32,342
2019	9	302,937	33,660
2020	10	264,716	26,472
2021	9	323,219	35,913
2022	8	314,783	39,348
2023	9	291,130	32,348
2024	8	314,081	39,260

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	6,225,000	1,679,000	0	0	7,904,000	0	7,904,000
2009	6,756,000	2,055,000	0	0	8,811,000	43,177,000	51,988,000
2010	8,234,000	1,957,000	0	0	10,191,000	0	10,191,000
2011	11,433,000	2,660,000	0	0	14,093,000	8,997,000	23,090,000
2012	12,706,000	3,515,000	0	0	16,221,000	34,161,000	50,382,000
2013	7,293,000	1,712,000	0	0	9,005,000	0	9,005,000
2014	7,617,000	1,839,000	0	0	9,456,000	0	9,456,000
2015	9,204,000	1,874,000	245,000	302,000	11,625,000	0	11,625,000
2016	9,815,000	2,006,000	300,000	322,000	12,443,000	0	12,443,000
2017	10,506,000	2,147,000	321,000	344,000	13,318,000	7,338,000	20,656,000
2018	10,482,000	2,147,000	345,000	349,000	13,323,000	596,000	13,919,000
2019	11,286,000	2,668,000	0	368,000	14,322,000	0	14,322,000
2020	10,751,000	2,194,000	390,000	398,000	13,733,000	0	13,733,000
2021	11,596,000	2,377,000	390,000	441,000	14,804,000	0	14,804,000
2022	12,107,000	2,479,000	0	809,000	15,395,000	9,682,000	25,077,000
2023	12,819,000	2,625,000	0	855,000	16,299,000	23,490,000	39,789,000
2024	13,622,000	3,253,000	0	445,000	17,320,000	31,290,000	48,610,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	12,669,000	16,571,000	2,533,800	3,314,200
2009	7	15,880,000	20,780,000	2,268,571	2,968,571
2010	7	21,211,000	26,615,000	3,030,143	3,802,143
2011	7	30,569,000	38,481,000	4,367,000	5,497,286
2012	6	23,547,000	30,022,000	3,924,500	5,003,667
2013	5	19,261,000	24,252,000	3,852,200	4,850,400
2014	4	17,930,000	22,314,000	4,482,500	5,578,500
2015	3	18,107,000	23,458,000	6,035,667	7,819,333
2016	4	18,805,000	24,469,000	4,701,250	6,117,250
2017	4	18,102,000	24,385,000	4,525,500	6,096,250
2018	4	18,179,000	24,795,000	4,544,750	6,198,750
2019	3	17,324,000	23,203,000	5,774,667	7,734,333
2020	3	16,560,000	22,427,000	5,520,000	7,475,667
2021	3	18,232,000	24,503,000	6,077,333	8,167,667
2022	3	19,263,000	25,752,000	6,421,000	8,584,000
2023	3	20,404,000	27,280,000	6,801,333	9,093,333
2024	3	21,728,000	29,042,000	7,242,667	9,680,667