Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Pretorius	Gerrit	Male	Yes	Yes
2009	Pretorius	Gerrit	Male	Yes	Yes
2010	Pretorius	Gerrit	Male	No	No
2010	Wentzel	Nick (NC)	Male	No	No
2011	Rawlinson	David J	Male	No	No
2011	Wentzel	Nick (NC)	Male	No	No
2012	Rawlinson	David J	Male	Yes	Yes
2013	Rawlinson	David J	Male	Yes	Yes
2014	Rawlinson	David J	Male	Yes	Yes
2014	Dickson	Allan	Male	No	No
2015	Dickson	Allan	Male	Yes	Yes
2016	Dickson	Allan	Male	Yes	Yes
2017	Dickson	Allan	Male	Yes	Yes
2018	Dickson	Allan	Male	Yes	Yes
2019	Dickson	Allan	Male	Yes	Yes
2020	Dickson	Allan	Male	Yes	Yes
2021	Dickson	Allan	Male	Yes	Yes
2022	Dickson	Allan	Male	Yes	Yes
2023	Dickson	Allan	Male	Yes	Yes
2024	Dickson	Allan	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	313,543	97,098	410,641	0	821,282	320,314	1,141,596
2009	383,477	53,484	116,523	0	553,484	0	553,484
2010	491,880	67,081	478,322	1,437,368	2,474,650	0	2,474,650
2011	847,977	129,191	386,561	1,734,104	3,097,832	194,220	3,292,052
2012	536,070	67,164	211,443	0	814,677	0	814,677
2013	502,043	62,473	70,538	0	635,054	0	635,054
2014	710,974	100,851	0	72,753	884,579	117,786	1,002,365

2015	348,167	61,667	0	385,000	794,833	0	794,833
2016	328,748	38,064	0	479,258	846,070	286,172	1,132,242
2017	363,360	32,050	342,709	114,286	852,406	270,244	1,122,650
2018	367,132	22,304	152,871	9,346	551,653	0	551,653
2019	369,498	31,162	215,709	0	616,368	0	616,368
2020	337,020	20,264	353,877	4,782	715,942	0	715,942
2021	409,490	29,666	271,803	41,203	752,163	53,427	805,590
2022	356,071	12,957	422,798	12,444	804,270	0	804,270
2023	342,370	18,830	455,667	12,079	828,947	0	828,947
2024	392,666	34,622	577,715	0	1,005,003	430,244	1,435,247

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	4	799,879	2,089,601	199,970	522,400
2009	4	944,652	1,401,771	236,163	350,443
2010	5	1,243,751	3,773,196	248,750	754,639
2011	5	1,485,983	3,994,075	297,197	798,815
2012	4	1,166,294	2,863,308	291,573	715,827
2013	3	935,699	1,259,247	311,900	419,749
2014	4	1,242,479	1,885,525	310,620	471,381
2015	5	898,667	1,948,083	179,733	389,617
2016	4	978,311	2,207,569	244,578	551,892
2017	4	1,078,830	2,530,792	269,708	632,698
2018	4	794,236	1,256,957	264,745	418,986
2019	3	794,454	1,267,533	264,818	422,511
2020	3	758,802	1,534,222	252,934	511,407
2021	3	924,392	1,699,629	308,131	566,543
2022	3	804,155	1,769,907	268,052	589,969
2023	3	795,242	1,906,799	265,081	635,600
2024	3	908,698	2,227,118	302,899	742,373

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	171,826	17,183
2009	9	196,807	21,867
2010	11	293,179	26,653

2010	11	293,179	26,653
2011	11	397,832	36,167
2012	9	428,980	47,664
2013	9	418,065	46,452
2014	10	410,501	41,050
2015	8	440,000	55,000
2016	9	394,978	43,886
2017	9	418,431	46,492
2018	11	415,988	37,817
2019	10	708,171	70,817
2020	11	396,497	36,045
2021	10	518,061	51,806
2022	12	439,922	36,660
2023	9	358,458	39,829
2024	9	433,826	48,203

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,593,000	803,000	3,396,000	0	6,792,000	2,649,000	9,441,000
2009	3,291,000	459,000	1,000,000	0	4,750,000	0	4,750,000
2010	3,483,000	475,000	3,387,000	10,178,000	17,523,000	0	17,523,000
2011	5,868,000	894,000	2,675,000	12,000,000	21,437,000	1,344,000	22,781,000
2012	4,310,000	540,000	1,700,000	0	6,550,000	0	6,550,000
2013	4,669,000	581,000	656,000	0	5,906,000	0	5,906,000
2014	7,515,000	1,066,000	0	769,000	9,350,000	1,245,000	10,595,000
2015	4,178,000	740,000	0	4,620,000	9,538,000	0	9,538,000
2016	4,517,000	523,000	0	6,585,000	11,625,000	3,932,000	15,557,000
2017	4,909,000	433,000	4,630,000	1,544,000	11,516,000	3,651,000	15,167,000
2018	5,185,000	315,000	2,159,000	132,000	7,791,000	0	7,791,000
2019	5,490,000	463,000	3,205,000	0	9,158,000	0	9,158,000
2020	5,638,000	339,000	5,920,000	80,000	11,977,000	0	11,977,000
2021	5,963,000	432,000	3,958,000	600,000	10,953,000	778,000	11,731,000
2022	6,238,000	227,000	7,407,000	218,000	14,090,000	0	14,090,000
2023	6,491,000	357,000	8,639,000	229,000	15,716,000	0	15,716,000
2024	6,907,000	609,000	10,162,000	0	17,678,000	7,568,000	25,246,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	4	6,615,000	17,281,000	1,653,750	4,320,250
2009	4	8,107,000	12,030,000	2,026,750	3,007,500
2010	5	8,807,000	26,718,000	1,761,400	5,343,600
2011	5	10,283,000	27,639,000	2,056,600	5,527,800
2012	4	9,377,000	23,021,000	2,344,250	5,755,250
2013	3	8,702,000	11,711,000	2,900,667	3,903,667
2014	4	13,133,000	19,930,000	3,283,250	4,982,500
2015	5	10,784,000	23,377,000	2,156,800	4,675,400
2016	4	13,442,000	30,332,000	3,360,500	7,583,000
2017	4	14,575,000	34,191,000	3,643,750	8,547,750
2018	4	15,356,000	23,450,000	3,839,000	5,862,500
2019	3	11,804,000	18,833,000	3,934,667	6,277,667
2020	3	12,694,000	25,666,000	4,231,333	8,555,333
2021	3	13,461,000	24,750,000	4,487,000	8,250,000
2022	3	14,088,000	31,007,000	4,696,000	10,335,667
2023	3	15,077,000	36,151,000	5,025,667	12,050,333
2024	3	15,984,000	39,175,000	5,328,000	13,058,333