

## Company Directors Report

### CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	van Zyl	Johan	Male	Yes	Yes
2009	van Zyl	Johan	Male	Yes	Yes
2010	van Zyl	Johan	Male	Yes	Yes
2011	van Zyl	Johan	Male	Yes	Yes
2012	van Zyl	Johan	Male	Yes	Yes
2013	van Zyl	Johan	Male	Yes	Yes
2014	van Zyl	Johan	Male	Yes	Yes
2015	van Zyl	Johan	Male	Yes	Yes
2015	Kirk	Ian	Male	No	No
2016	Kirk	Ian	Male	Yes	Yes
2017	Kirk	Ian	Male	Yes	Yes
2018	Kirk	Ian	Male	No	No
2019	Kirk	Ian	Male	Yes	Yes
2020	Kirk	Ian	Male	Yes	Yes
2021	Hanratty	Paul	Male	Yes	Yes
2022	Hanratty	Paul	Male	Yes	Yes
2023	Hanratty	Paul	Male	Yes	Yes

### CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus:	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	543,168	82,709	906,892	0	1,532,769	1,742,805	3,275,574
2009	533,326	81,217	640,876	0	1,255,418	1,321,069	2,576,488
2010	650,871	145,902	1,080,225	0	1,876,998	0	1,876,998
2011	616,620	161,496	0	0	778,116	0	778,116
2012	549,024	0	97,317	0	646,341	0	646,341
2013	463,750	88,333	0	0	552,083	0	552,083
2014	411,080	0	0	0	411,080	2,223,823	2,634,903
2015	623,746	118,809	666,144	0	1,408,699	25,080,956	26,489,655
2016	565,552	28,924	806,686	0	1,401,163	235,538	1,636,701
2017	616,801	14,747	733,676	0	1,365,224	300,000	1,665,224
2018	616,750	14,500	733,680	0	1,365,000	300,000	1,665,000

2018	618,750	14,583	763,889	0	1,397,222	758,958	2,156,181
2019	650,336	14,552	692,953	0	1,357,841	498,302	1,856,143
2020	654,241	16,426	413,074	120,885	1,204,626	410,660	1,615,287
2021	385,801	0	0	0	385,801	0	385,801
2022	355,198	0	0	0	355,198	0	355,198
2023	328,281	0	0	0	328,281	0	328,281

**Executive Director Remuneration - USD:**

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	3	1,013,422	2,524,667	337,807	841,556
2009	3	1,012,818	2,091,820	337,606	697,273
2010	4	1,587,642	3,966,441	396,911	991,610
2011	4	1,593,213	2,952,216	398,303	738,054
2012	5	1,391,951	2,562,439	278,390	512,488
2013	4	1,347,917	2,398,646	336,979	599,661
2014	4	1,249,584	2,636,288	312,396	659,072
2015	5	1,376,567	2,917,790	275,313	583,558
2016	5	1,561,337	3,607,049	312,267	721,410
2017	4	1,486,060	2,986,574	371,515	746,643
2018	3	1,265,694	2,699,028	421,898	899,676
2019	4	1,473,425	3,024,738	368,356	756,185
2020	6	1,921,019	3,558,900	320,170	593,150
2021	6	2,056,077	4,250,110	342,679	708,352
2022	16	4,345,405	8,512,806	271,588	532,050
2023	12	3,372,516	7,675,949	281,043	639,662

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

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	16	974,607	60,913
2009	14	1,053,018	75,216
2010	14	1,263,575	90,255
2011	16	1,615,374	100,961
2012	14	1,432,439	102,317
2013	16	1,294,604	80,913
2014	14	1,275,531	91,109
2015	15	1,178,056	78,537

2015	13	1,176,050	70,557
2016	14	1,409,302	100,664
2017	14	1,502,546	107,325
2018	11	1,076,250	107,625
2019	12	1,510,290	125,858
2020	12	2,945,893	245,491
2021	15	1,354,459	90,297
2022	15	1,469,637	97,976
2023	15	1,711,883	114,126

**CEO Remuneration - ZAR:**

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,492,000	684,000	7,500,000	0	12,676,000	14,413,000	27,089,000
2009	4,577,000	697,000	5,500,000	0	10,774,000	11,337,418	22,111,418
2010	4,519,000	1,013,000	7,500,000	0	13,032,000	0	13,032,000
2011	4,452,000	1,166,000	0	0	5,618,000	0	5,618,000
2012	4,502,000	0	798,000	0	5,300,000	0	5,300,000
2013	4,452,000	848,000	0	0	5,300,000	0	5,300,000
2014	4,452,000	0	0	0	4,452,000	24,084,000	28,536,000
2015	7,959,000	1,516,000	8,500,000	0	17,975,000	320,033,000	338,008,000
2016	7,782,000	398,000	11,100,000	0	19,280,000	3,241,000	22,521,000
2017	8,407,000	201,000	10,000,000	0	18,608,000	4,089,000	22,697,000
2018	8,910,000	210,000	11,000,000	0	20,120,000	10,929,000	31,049,000
2019	9,385,000	210,000	10,000,000	0	19,595,000	7,191,000	26,786,000
2020	9,758,000	245,000	6,161,000	1,803,000	17,967,000	6,125,000	24,092,000
2021	6,130,000	0	0	0	6,130,000	0	6,130,000
2022	6,130,000	0	0	0	6,130,000	0	6,130,000
2023	6,130,000	0	0	0	6,130,000	0	6,130,000

**Executive Director Remuneration - ZAR:**

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	3	8,381,000	20,879,000	2,793,667	6,959,667
2009	3	8,692,000	17,952,000	2,897,333	5,984,000
2010	4	11,023,000	27,539,000	2,755,750	6,884,750
2011	4	11,503,000	21,315,000	2,875,750	5,328,750
2012	5	11,414,000	21,010,000	2,282,800	4,202,000

2012	5	11,414,000	21,012,000	2,282,800	4,202,400
2013	4	12,940,000	23,027,000	3,235,000	5,756,750
2014	4	13,533,000	28,551,000	3,383,250	7,137,750
2015	5	17,565,000	37,231,000	3,513,000	7,446,200
2016	5	21,484,000	49,633,000	4,296,800	9,926,600
2017	4	20,255,000	40,707,000	5,063,750	10,176,750
2018	3	18,226,000	38,866,000	6,075,333	12,955,333
2019	4	21,263,000	43,650,000	5,315,750	10,912,500
2020	6	28,652,000	53,081,000	4,775,333	8,846,833
2021	6	32,669,000	67,530,000	5,444,833	11,255,000
2022	16	74,993,000	146,914,000	4,687,063	9,182,125
2023	12	62,975,000	143,333,000	5,247,917	11,944,417