Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Boettger	Roeloff J (Ralph)	Male	Yes	Yes
2009	Boettger	Roeloff J (Ralph)	Male	Yes	Yes
2010	Boettger	Roeloff J (Ralph)	Male	Yes	Yes
2011	Boettger	Roeloff J (Ralph)	Male	Yes	Yes
2012	Boettger	Roeloff J (Ralph)	Male	Yes	Yes
2013	Boettger	Roeloff J (Ralph)	Male	Yes	Yes
2014	Boettger	Roeloff J (Ralph)	Male	No	No
2014	Binnie	Stephen (Steve) R	Male	Yes	Yes
2015	Binnie	Stephen (Steve) R	Male	Yes	Yes
2016	Binnie	Stephen (Steve) R	Male	Yes	Yes
2017	Binnie	Stephen (Steve) R	Male	Yes	Yes
2018	Binnie	Stephen (Steve) R	Male	Yes	Yes
2019	Binnie	Stephen (Steve) R	Male	Yes	Yes
2020	Binnie	Stephen (Steve) R	Male	Yes	Yes
2021	Binnie	Stephen (Steve) R	Male	Yes	Yes
2022	Binnie	Stephen (Steve) R	Male	Yes	Yes
2023	Binnie	Stephen (Steve) R	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	601,858	171,880	183,898	0	957,635	0	957,635
2009	578,898	180,175	365,023	0	1,124,096	0	1,124,096
2010	751,337	0	0	226,252	977,589	0	977,589
2011	806,887	242,783	908,619	0	1,958,289	0	1,958,289
2012	759,126	227,478	483,471	0	1,470,075	0	1,470,075
2013	716,034	215,786	0	0	931,820	0	931,820
2014	901,234	260,454	857,847	4,738,780	6,758,315	0	6,758,315
2015	433,014	128,333	351,842	12,265	925,454	0	925,454
2016	386,767	91,638	438,082	12,050	928,537	0	928,537
2017	464,563	12,944	440,139	76,580	994,226	0	994,226

2018	558,318	85,129	525,830	14,907	1,184,184	701,472	1,885,656
2019	539,629	82,317	14,819	0	636,765	635,321	1,272,086
2020	539,629	14,819	82,317	0	636,765	635,321	1,272,086
2021	564,742	84,179	607,749	16,440	1,273,110	50,924	1,324,034
2022	549,242	355,672	673,307	96,866	1,675,087	0	1,675,087
2023	532,564	76,477	79,460	283,077	971,578	0	971,578

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	870,568	1,397,594	435,284	698,797
2009	2	853,989	1,522,952	426,994	761,476
2010	2	1,110,748	1,471,585	555,374	735,793
2011	2	1,207,925	2,960,925	603,963	1,480,463
2012	3	1,196,488	2,508,000	398,829	836,000
2013	2	1,053,802	1,382,713	526,901	691,357
2014	3	1,234,287	7,416,248	411,429	2,472,083
2015	2	736,524	1,575,514	368,262	787,757
2016	2	656,727	1,576,989	328,364	788,495
2017	2	767,246	1,650,280	383,623	825,140
2018	2	881,196	1,882,967	440,598	941,484
2019	2	851,643	1,017,386	425,822	508,693
2020	2	851,643	1,017,386	425,822	508,693
2021	2	891,099	2,021,490	445,550	1,010,745
2022	2	866,767	2,613,289	433,384	1,306,645
2023	2	840,114	1,512,674	420,057	756,337
2024	2	918,363	2,104,221	459,182	1,052,111

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	12	1,143,893	95,324
2009	11	1,155,064	105,006
2010	14	1,294,795	92,485
2011	13	1,342,305	103,254
2012	13	1,394,506	107,270
2013	12	1,289,252	107,438
2014	12	1,350,715	112,560

2014	12	1,350,715	112,560
2015	11	1,247,556	113,414
2016	13	2,714,396	208,800
2017	13	1,452,280	111,714
2018	11	1,299,998	118,182
2019	12	1,259,963	104,997
2020	12	1,283,796	106,983
2021	10	1,301,657	130,166
2022	11	1,371,437	124,676
2023	12	1,398,849	116,571
2024	12	1,310,402	109,200

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	4,977,364	1,421,445	1,520,835	0	7,919,644	0	7,919,644
2009	4,968,106	1,546,266	3,132,624	0	9,646,996	0	9,646,996
2010	5,320,216	0	0	1,602,092	6,922,308	0	6,922,308
2011	5,603,382	1,685,993	6,309,854	0	13,599,229	0	13,599,229
2012	6,121,984	1,834,500	3,898,960	0	11,855,444	0	11,855,444
2013	6,509,400	1,961,691	0	0	8,471,091	0	8,471,091
2014	9,486,674	2,741,621	9,029,968	49,881,895	71,140,158	0	71,140,158
2015	5,217,036	1,546,181	4,239,060	147,771	11,150,048	0	11,150,048
2016	5,525,243	1,309,114	6,258,314	172,143	13,264,814	0	13,264,814
2017	6,636,614	184,914	6,287,700	1,094,000	14,203,229	0	14,203,229
2018	7,975,971	1,216,129	7,511,857	212,957	16,916,914	10,021,029	26,937,943
2019	8,054,164	1,228,612	221,179	0	9,503,955	9,482,403	18,986,358
2020	8,993,817	246,983	1,371,950	0	10,612,750	10,588,683	21,201,433
2021	8,184,667	1,219,986	8,807,957	238,261	18,450,870	738,029	19,188,899
2022	9,635,825	6,239,860	11,812,404	1,699,404	29,387,491	0	29,387,491
2023	10,651,280	1,529,540	1,589,200	5,661,540	19,431,560	0	19,431,560

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	7,199,594	11,558,106	3,599,797	5,779,053
2009	2	7,328,930	13,069,977	3,664,465	6,534,989
2010	2	7,865,396	10,488,395	3,932,698	5,244,198

2010	2	7,865,206	10,420,295	3,932,603	5,210,148
2011	2	8,388,368	20,561,979	4,194,184	10,280,990
2012	3	9,649,097	20,225,806	3,216,366	6,741,935
2013	2	9,580,018	12,570,118	4,790,009	6,285,059
2014	3	12,992,495	78,065,768	4,330,832	26,021,923
2015	2	8,873,783	18,982,096	4,436,892	9,491,048
2016	2	9,381,814	22,528,414	4,690,907	11,264,207
2017	2	10,960,657	23,575,429	5,480,329	11,787,714
2018	2	12,588,514	26,899,529	6,294,257	13,449,764
2019	2	12,711,090	15,184,866	6,355,545	7,592,433
2020	2	14,194,050	16,956,433	7,097,025	8,478,217
2021	2	12,914,478	29,296,957	6,457,239	14,648,478
2022	2	15,206,439	45,847,175	7,603,219	22,923,588
2023	2	16,802,280	30,253,480	8,401,140	15,126,740
2024	2	16,111,632	36,916,158	8,055,816	18,458,079