Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2009	Davies	LPA (Pat)	Male	Yes	Yes
2010	Davies	LPA (Pat)	Male	Yes	Yes
2011	Davies	LPA (Pat)	Male	Yes	Yes
2012	Constable	David E	Male	No	No
2013	Constable	David E	Male	Yes	Yes
2014	Constable	David E	Male	Yes	Yes
2015	Constable	David E	Male	Yes	Yes
2016	Constable	David E	Male	Yes	Yes
2017	Nqwababa	Bongani	Male	No	No
2017	Cornell	SR	Male	No	No
2018	Nqwababa	Bongani	Male	Yes	Yes
2018	Cornell	SR	Male	Yes	Yes
2019	Nqwababa	Bongani	Male	Yes	Yes
2019	Cornell	SR	Male	Yes	Yes
2020	Nqwababa	Bongani	Male	No	No
2020	Cornell	SR	Male	No	No
2020	Grobler	Fleetwood R	Male	No	No
2021	Grobler	Fleetwood R	Male	Yes	Yes
2022	Grobler	Fleetwood R	Male	Yes	Yes
2023	Grobler	Fleetwood R	Male	Yes	Yes
2024	Grobler	Fleetwood R	Male	No	No
2024	Baloyi	Simon	male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2009	791,191	223,491	183,174	0	1,197,856	2,324,167	3,522,023
2010	1,010,714	449,423	1,401,698	0	2,861,834	0	2,861,834
2011	1,154,728	797,708	1,551,289	0	3,503,725	2,268,625	5,772,350
2012	1,195,355	1,449,806	1,468,516	0	4,113,677	0	4,113,677
2013	1,376,136	2,174,545	2,547,955	0	6,098,636	0	6,098,636
2014	1,475,609	589,720	2,950,268	0	5,015,596	2,528,737	8,543,587

2014	1,475,699	582,739	2,952,363	0	5,010,800	3,532,787	8,543,587
2015	1,549,126	499,213	2,061,014	0	4,109,353	1,694,318	5,803,671
2016	1,543,661	99,525	843,186	363,593	2,849,966	973,017	3,822,983
2017	1,613,466	1,639,097	1,270,773	0	4,523,336	1,080,337	5,603,673
2018	2,680,370	0	1,361,615	0	4,041,986	1,218,019	5,260,004
2019	2,697,337	0	0	0	2,697,337	1,242,213	3,939,550
2020	2,120,993	2,100,886	1,603,392	126,821	5,952,092	261,686	6,213,778
2021	721,363	43,647	1,320,630	138,276	2,223,916	90,242	2,314,158
2022	717,189	9,687	633,618	317	1,360,810	1,358,088	2,718,898
2023	698,381	8,891	551,805	1,065	1,260,143	906,613	2,166,755
2024	713,439	36,711	345,625	0	1,095,774	444,173	1,539,947

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	4	1,815,840	4,023,579	453,960	1,005,895
2009	4	2,056,747	3,175,017	514,187	793,754
2010	4	2,315,431	6,644,775	578,858	1,661,194
2011	3	2,429,943	6,615,759	809,981	2,205,253
2012	3	2,327,742	6,922,968	775,914	2,307,656
2013	3	2,389,659	9,301,818	796,553	3,100,606
2014	4	2,253,520	8,465,477	563,380	2,116,369
2015	4	2,425,524	6,222,290	606,381	1,555,573
2016	3	2,368,610	4,680,746	789,537	1,560,249
2017	4	2,268,171	5,916,832	567,043	1,479,208
2018	3	3,186,821	4,869,670	1,062,274	1,623,223
2019	3	3,214,075	3,214,075	1,071,358	1,071,358
2020	5	2,751,661	6,707,542	550,332	1,341,508
2021	3	1,741,641	4,709,355	580,547	1,569,785
2022	3	1,708,135	3,379,740	569,378	1,126,580
2023	4	1,578,107	2,741,508	394,527	685,377
2024	4	1,567,817	2,342,402	391,954	585,601

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
22	1	23,552	23,552
2008	11	1,295,163	117,742

2008	11	1,295,163	117,742
2009	12	1,291,436	107,620
2010	11	1,605,677	145,971
2011	11	1,691,834	153,803
2012	9	1,453,032	161,448
2013	11	2,031,614	184,692
2014	10	1,515,429	151,543
2015	11	1,742,832	158,439
2016	11	1,535,254	139,569
2017	12	1,765,800	147,150
2018	14	2,028,063	144,862
2019	14	2,221,880	158,706
2020	14	2,316,296	165,450
2021	13	2,411,735	185,518
2022	12	1,901,488	158,457
2023	10	1,658,077	165,808
2024	12	1,756,186	146,349

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2009	6,790,000	1,918,000	1,572,000	0	10,280,000	19,946,000	30,226,000
2010	7,264,000	3,230,000	10,074,000	0	20,568,000	0	20,568,000
2011	8,060,000	5,568,000	10,828,000	0	24,456,000	15,835,000	40,291,000
2012	9,264,000	11,236,000	11,381,000	0	31,881,000	0	31,881,000
2013	12,110,000	19,136,000	22,422,000	0	53,668,000	0	53,668,000
2014	15,303,000	6,043,000	30,616,000	0	51,962,000	36,635,000	88,597,000
2015	17,722,000	5,711,000	23,578,000	0	47,011,000	19,383,000	66,394,000
2016	22,769,000	1,468,000	12,437,000	5,363,000	42,037,000	14,352,000	56,389,000
2017	21,088,000	21,423,000	16,609,000	0	59,120,000	14,120,000	73,240,000
2018	36,772,000	0	18,680,000	0	55,452,000	16,710,000	72,162,000
2019	39,400,000	0	0	0	39,400,000	18,145,000	57,545,000
2020	36,392,000	36,047,000	27,511,000	2,176,000	102,126,000	4,490,000	106,616,000
2021	10,032,000	607,000	18,366,000	1,923,000	30,928,000	1,255,000	32,183,000
2022	11,328,000	153,000	10,008,000	5,000	21,494,000	21,451,000	42,945,000
2023	13,117,000	167,000	10,364,000	20,000	23,668,000	17,028,000	40,696,000
2024	13,118,000	675,000	6,355,000	0	20,148,000	8,167,000	28,315,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	4	15,017,000	33,275,000	3,754,250	8,318,750
2009	4	17,651,000	27,248,000	4,412,750	6,812,000
2010	4	16,641,000	47,756,000	4,160,250	11,939,000
2011	3	16,961,000	46,178,000	5,653,667	15,392,667
2012	3	18,040,000	53,653,000	6,013,333	17,884,333
2013	3	21,029,000	81,856,000	7,009,667	27,285,333
2014	4	23,369,000	87,787,000	5,842,250	21,946,750
2015	4	27,748,000	71,183,000	6,937,000	17,795,750
2016	3	34,937,000	69,041,000	11,645,667	23,013,667
2017	4	29,645,000	77,333,000	7,411,250	19,333,250
2018	3	43,720,000	66,807,000	14,573,333	22,269,000
2019	3	46,948,000	46,948,000	15,649,333	15,649,333
2020	5	47,213,000	115,088,000	9,442,600	23,017,600
2021	3	24,221,000	65,493,000	8,073,667	21,831,000
2022	3	26,980,000	53,383,000	8,993,333	17,794,333
2023	4	29,640,000	51,491,000	7,410,000	12,872,750
2024	4	29,235,000	43,670,000	7,308,750	10,917,500