Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2013	Froneman	Neal	Male	Yes	Yes
2014	Froneman	Neal	Male	Yes	Yes
2015	Froneman	Neal	Male	Yes	Yes
2016	Froneman	Neal	Male	Yes	Yes
2017	Froneman	Neal	Male	Yes	Yes
2018	Froneman	Neal	Male	Yes	Yes
2019	Froneman	Neal	Male	Yes	Yes
2020	Froneman	Neal	Male	Yes	Yes
2021	Froneman	Neal	Male	Yes	Yes
2022	Froneman	Neal	Male	Yes	Yes
2023	Froneman	Neal	Male	Yes	Yes
2024	Froneman	Neal	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2013	656,250	85,938	781,250	0	1,523,438	0	1,523,438
2014	622,899	78,670	473,869	0	1,175,439	0	1,175,439
2015	559,248	62,147	443,574	10,345	1,075,313	483,150	1,558,464
2016	566,206	62,718	303,779	9,811	942,515	6,668,459	7,610,974
2017	753,118	80,924	1,112,106	12,766	1,958,914	1,904,329	3,863,243
2018	808,637	85,679	594,578	0	1,488,893	977,994	2,466,887
2019	867,646	70,404	726,353	0	1,664,403	547,294	2,211,697
2020	894,133	2,030,976	898,760	63,024	3,886,892	0	3,886,892
2021	782,113	16,959,721	490,465	118,887	18,351,186	0	18,351,186
2022	801,020	73,473	713,176	16,456	1,604,126	9,870,669	11,474,794
2023	832,218	80,544	514,058	62,336	1,489,155	1,527,714	3,016,869
2024	888,139	83,347	829,139	88,556	1,889,181	899,435	2,788,617

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2013	2	979,167	2,230,833	489,583	1,115,417
2014	2	927,331	1,741,828	463,666	870,914
2015	2	861,834	1,653,918	430,917	826,959
2016	2	878,125	1,453,634	439,063	726,817
2017	2	1,157,960	2,992,370	578,980	1,496,185
2018	2	1,224,821	2,259,865	612,410	1,129,932
2019	2	1,303,860	2,515,487	651,930	1,257,744
2020	2	1,320,080	5,828,763	660,040	2,914,381
2021	2	1,197,558	27,378,060	598,779	13,689,030
2022	2	1,199,386	2,387,646	599,693	1,193,823
2023	2	1,220,372	2,186,954	610,186	1,093,477
2024	2	1,307,397	2,750,398	653,699	1,375,199

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2013	9	933,333	103,704
2014	11	1,092,613	99,328
2015	12	1,072,335	89,361
2016	11	1,029,651	93,605
2017	12	1,085,767	90,481
2018	9	985,789	109,532
2019	12	1,275,705	106,309
2020	13	1,461,616	112,432
2021	12	1,699,163	141,597
2022	11	1,479,549	134,504
2023	11	1,553,288	141,208
2024	14	1,935,571	138,255

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2013	6,300,000	825,000	7,500,000	0	14,625,000	0	14,625,000
2014	6,746,000	852,000	5,132,000	0	12,730,000	0	12,730,000
2015	7,136,000	793,000	5,660,000	132,000	13,721,000	6,165,000	19,886,000

2015	7,136,000	793,000	5,660,000	132,000	13,721,000	6,165,000	19,886,000
2016	7,791,000	863,000	4,180,000	135,000	12,969,000	91,758,000	104,727,000
2017	10,265,000	1,103,000	15,158,000	174,000	26,700,000	25,956,000	52,656,000
2018	11,722,000	1,242,000	8,619,000	0	21,583,000	14,177,000	35,760,000
2019	12,521,000	1,016,000	10,482,000	0	24,019,000	7,898,000	31,917,000
2020	13,336,000	30,292,000	13,405,000	940,000	57,973,000	0	57,973,000
2021	12,427,000	269,473,000	7,793,000	1,889,000	291,582,000	0	291,582,000
2022	13,824,000	1,268,000	12,308,000	284,000	27,684,000	170,348,000	198,032,000
2023	15,540,000	1,504,000	9,599,000	1,164,000	27,807,000	28,527,000	56,334,000
2024	16,197,000	1,520,000	15,121,000	1,615,000	34,453,000	16,403,000	50,856,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2013	2	9,400,000	21,416,000	4,700,000	10,708,000
2014	2	10,043,000	18,864,000	5,021,500	9,432,000
2015	2	10,997,000	21,104,000	5,498,500	10,552,000
2016	2	12,083,000	20,002,000	6,041,500	10,001,000
2017	2	15,783,000	40,786,000	7,891,500	20,393,000
2018	2	17,755,000	32,759,000	8,877,500	16,379,500
2019	2	18,816,000	36,301,000	9,408,000	18,150,500
2020	2	19,689,000	86,936,000	9,844,500	43,468,000
2021	2	19,028,000	435,010,000	9,514,000	217,505,000
2022	2	20,699,000	41,206,000	10,349,500	20,603,000
2023	2	22,788,000	40,837,000	11,394,000	20,418,500
2024	2	23,843,000	50,159,000	11,921,500	25,079,500