Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Hook	Wayne	Male	Yes	Yes
2009	Hook	Wayne	Male	Yes	Yes
2010	Hook	Wayne	Male	Yes	Yes
2011	Hook	Wayne	Male	Yes	Yes
2012	Hook	Wayne	Male	Yes	Yes
2013	Hook	Wayne	Male	Yes	Yes
2014	O'Connor	Graham O	Male	No	No
2015	O'Connor	Graham O	Male	Yes	Yes
2016	O'Connor	Graham O	Male	Yes	Yes
2017	O'Connor	Graham O	Male	Yes	Yes
2018	O'Connor	Graham O	Male	Yes	Yes
2019	O'Connor	Graham O	Male	Yes	Yes
2020	O'Connor	Graham O	Male	Yes	Yes
2021	O'Connor	Graham O	Male	No	No
2021	Botten	Brett	Male	No	No
2022	Botten	Brett	Male	Yes	Yes
2023	Botten	Brett	Male	No	No
2024	Swartz	Angelo	male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	222,249	64,450	213,301	0	500,000	0	500,000
2009	242,368	88,441	231,997	0	562,806	81,450	644,255
2010	323,118	91,936	285,694	0	700,748	49,428	750,177
2011	350,434	99,277	100,578	0	550,289	192,919	743,208
2012	336,070	100,498	271,517	0	708,085	0	708,085
2013	333,548	88,387	256,344	0	678,280	352,581	1,030,860
2014	211,258	72,375	300,473	0	584,106	0	584,106
2015	309,917	68,417	293,917	0	672,250	0	672,250
2016	303,130	36,099	296,870	28,821	664,920	0	664,920

2017	374,019	44,338	117,098	31,754	567,209	0	567,209
2018	415,483	48,793	310,653	33,239	808,168	0	808,168
2019	461,080	53,878	446,704	37,311	998,973	0	998,973
2020	486,879	86,676	467,452	0	1,041,007	0	1,041,007
2021	545,117	63,521	70,663	113,171	792,474	278,258	1,070,732
2022	453,793	51,715	0	52,971	558,479	0	558,479
2023	149,533	17,406	0	766,232	933,172	387,731	1,320,903
2024	543,434	63,161	247,811	57,760	912,166	0	912,166

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	3	555,985	1,267,715	185,328	422,572
2009	3	605,919	1,396,411	201,973	465,470
2010	3	803,276	1,817,540	267,759	605,847
2011	3	796,243	1,275,289	265,414	425,096
2012	3	773,134	1,633,955	257,711	544,652
2013	3	754,731	1,588,387	251,577	529,462
2014	4	916,462	2,361,211	229,115	590,303
2015	4	998,750	2,194,917	249,688	548,729
2016	4	961,572	2,138,719	240,393	534,680
2017	4	1,084,456	1,698,890	271,114	424,722
2018	4	1,162,074	2,307,955	290,518	576,989
2019	4	1,217,088	2,654,891	304,272	663,723
2020	4	898,380	1,934,246	224,595	483,561
2021	3	952,204	1,415,534	317,401	471,845
2022	2	813,403	994,235	406,701	497,117
2023	2	503,455	1,361,781	251,727	680,890
2024	3	1,517,169	2,407,789	505,723	802,596

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	7	193,229	27,604
2009	7	213,587	30,512
2010	7	290,213	41,459
2011	8	338,584	42,323
2012	8	369,154	46,144

2012	8	369,154	46,144
2013	7	332,043	47,435
2014	7	316,083	45,155
2015	7	301,667	43,095
2016	8	284,934	35,617
2017	6	310,437	51,739
2018	7	365,838	52,263
2019	8	371,192	46,399
2020	7	340,427	48,632
2021	7	368,150	52,593
2022	8	495,405	61,926
2023	12	1,241,363	103,447
2024	11	911,360	82,851

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	1,838,000	533,000	1,764,000	0	4,135,000	0	4,135,000
2009	2,080,000	759,000	1,991,000	0	4,830,000	699,000	5,529,000
2010	2,288,000	651,000	2,023,000	0	4,962,000	350,000	5,312,000
2011	2,425,000	687,000	696,000	0	3,808,000	1,335,000	5,143,000
2012	2,702,000	808,000	2,183,000	0	5,693,000	0	5,693,000
2013	3,102,000	822,000	2,384,000	0	6,308,000	3,279,000	9,587,000
2014	2,233,000	765,000	3,176,000	0	6,174,000	0	6,174,000
2015	3,719,000	821,000	3,527,000	0	8,067,000	0	8,067,000
2016	4,165,000	496,000	4,079,000	396,000	9,136,000	0	9,136,000
2017	5,053,000	599,000	1,582,000	429,000	7,663,000	0	7,663,000
2018	5,850,000	687,000	4,374,000	468,000	11,379,000	0	11,379,000
2019	6,735,000	787,000	6,525,000	545,000	14,592,000	0	14,592,000
2020	8,145,000	1,450,000	7,820,000	0	17,415,000	0	17,415,000
2021	7,938,000	925,000	1,029,000	1,648,000	11,540,000	4,052,000	15,592,000
2022	7,950,000	906,000	0	928,000	9,784,000	0	9,784,000
2023	2,835,000	330,000	0	14,527,000	17,692,000	7,351,000	25,043,000
2024	9,559,000	1,111,000	4,359,000	1,016,000	16,045,000	0	16,045,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	3	4,598,000	10,484,000	1,532,667	3,494,667
2009	3	5,200,000	11,984,000	1,733,333	3,994,667
2010	3	5,688,000	12,870,000	1,896,000	4,290,000
2011	3	5,510,000	8,825,000	1,836,667	2,941,667
2012	3	6,216,000	13,137,000	2,072,000	4,379,000
2013	3	7,019,000	14,772,000	2,339,667	4,924,000
2014	4	9,687,000	24,958,000	2,421,750	6,239,500
2015	4	11,985,000	26,339,000	2,996,250	6,584,750
2016	4	13,212,000	29,386,000	3,303,000	7,346,500
2017	4	14,651,000	22,952,000	3,662,750	5,738,000
2018	4	16,362,000	32,496,000	4,090,500	8,124,000
2019	4	17,778,000	38,780,000	4,444,500	9,695,000
2020	4	15,029,000	32,358,000	3,757,250	8,089,500
2021	3	13,866,000	20,613,000	4,622,000	6,871,000
2022	2	14,250,000	17,418,000	7,125,000	8,709,000
2023	2	9,545,000	25,818,000	4,772,500	12,909,000
2024	3	26,687,000	42,353,000	8,895,667	14,117,667