Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2007	Maree	Jacko	Male	Yes	Yes
2008	Maree	Jacko	Male	Yes	Yes
2009	Maree	Jacko	Male	Yes	Yes
2010	Maree	Jacko	Male	Yes	Yes
2011	Maree	Jacko	Male	Yes	Yes
2012	Maree	Jacko	Male	Yes	Yes
2013	Maree	Jacko	Male	No	No
2013	Tshabalala	Sim	Male	No	No
2013	Kruger	BJ (Ben)	Male	No	No
2014	Tshabalala	Sim	Male	Yes	Yes
2014	Kruger	BJ (Ben)	Male	Yes	Yes
2014	Tshabalala	Sim	Male	Yes	No
2015	Tshabalala	Sim	Male	Yes	Yes
2015	Kruger	BJ (Ben)	Male	Yes	Yes
2016	Tshabalala	Sim	Male	Yes	Yes
2016	Kruger	BJ (Ben)	Male	Yes	Yes
2017	Tshabalala	Sim	Male	Yes	Yes
2018	Tshabalala	Sim	Male	Yes	Yes
2018	Manyathi	Zweli	Male	No	No
2018	Fihla	Kenny	Male	Yes	Yes
2018	Nienaber	Margaret	Female	Yes	Yes
2019	Tshabalala	Sim	Male	Yes	Yes
2019	Manyathi	Zweli	Male	Yes	Yes
2019	Fihla	Kenny	Male	Yes	Yes
2019	Nienaber	Margaret	Female	No	No
2020	Tshabalala	Sim	Male	Yes	Yes
2021	Tshabalala	Sim	Male	Yes	Yes
2022	Tshabalala	Sim	Male	Yes	Yes
2023	Tshabalala	Sim	Male	Yes	Yes
2023	Fihla	Kenny	Male	Yes	Yes
2023	Nienaber	Margaret	Female	Yes	Yes
2024	Tshabalala	Sim	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	634,752	149,929	1,857,872	0	2,642,553	1,951,773	4,594,326
2008	549,819	123,096	1,029,746	0	1,702,660	0	1,702,660
2009	575,973	117,688	0	0	693,661	0	693,661
2010	781,795	158,001	0	0	939,795	4,542,885	5,482,680
2011	774,931	182,548	0	0	957,479	0	957,479
2012	773,780	178,902	548,780	0	1,501,463	0	1,501,463
2013	1,464,792	306,458	2,040,625	91,458	3,903,333	1,554,691	5,458,024
2014	1,419,668	270,822	1,164,543	0	2,855,032	3,098,353	5,953,385
2015	1,185,031	207,915	1,590,909	0	2,983,856	773,250	3,757,106
2016	1,235,974	1,009,884	1,466,570	922,238	4,634,666	0	4,634,666
2017	579,530	78,944	832,722	9,391	1,500,587	0	1,500,587
2018	1,570,019	93,819	1,902,302	43,889	3,610,029	4,229,909	7,839,939
2019	2,211,004	0	2,657,473	0	4,868,478	6,589,980	11,458,457
2020	737,446	0	395,575	0	1,133,020	0	1,133,020
2021	564,353	81,188	1,132,859	13,720	1,792,120	0	1,792,120
2022	523,873	75,038	1,118,322	12,864	1,730,096	1,497,045	3,227,141
2023	1,286,242	172,602	4,009,800	79,419	5,548,064	5,858,994	11,407,058
2024	651,368	0	592,203	723,803	1,967,374	2,924,659	4,892,033

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	1	549,819	1,702,660	549,819	1,702,660
2009	2	917,152	1,684,572	458,576	842,286
2010	2	1,240,386	1,486,245	620,193	743,123
2011	2	1,340,997	1,624,100	670,499	812,050
2012	2	1,336,829	2,835,000	668,415	1,417,500
2013	5	2,450,000	5,771,979	490,000	1,154,396
2014	4	1,911,634	3,913,112	477,909	978,278
2015	3	1,618,574	4,012,853	539,525	1,337,618
2016	4	1,595,640	5,941,279	398,910	1,485,320
2017	3	1,573,221	4,034,629	524,407	1,344,876
2018	6	2,550,060	6,285,924	425,010	1,047,654
2019	5	2,655,117	5,877,347	531,023	1,175,469
2020	5	2,772,980	4,618,438	554,596	923,688
2021	6	2,458,619	8,903,078	409,770	1,483,846
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

2022	7	2,785,723	11,107,776	397,960	1,586,825
2023	6	2,455,256	10,384,994	409,209	1,730,832
2024	5	2,572,353	8,960,465	514,471	1,792,093

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
0	1	50,394	50,394
2007	18	2,046,525	113,696
2008	19	2,115,115	111,322
2009	18	1,984,969	110,276
2010	20	2,558,548	127,927
2011	17	2,403,047	141,356
2012	16	2,366,341	147,896
2013	15	2,196,719	146,448
2014	20	2,464,820	123,241
2015	14	1,961,834	140,131
2016	16	2,083,725	130,233
2017	19	2,731,842	143,781
2018	15	2,553,252	170,217
2019	15	2,537,593	169,173
2020	17	2,503,295	147,253
2021	17	2,467,367	145,139
2022	17	2,070,518	121,795
2023	12	1,804,531	150,378
2024	12	1,771,892	147,658

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	4,475,000	1,057,000	13,098,000	0	18,630,000	13,760,000	32,390,000
2008	4,547,000	1,018,000	8,516,000	0	14,081,000	0	14,081,000
2009	4,943,000	1,010,000	0	0	5,953,000	0	5,953,000
2010	5,428,000	1,097,000	0	0	6,525,000	31,541,250	38,066,250
2011	5,595,000	1,318,000	0	0	6,913,000	0	6,913,000
2012	6,345,000	1,467,000	4,500,000	0	12,312,000	0	12,312,000
2013	14,062,000	2,942,000	19,590,000	878,000	37,472,000	14,925,031	52,397,031

2013	14,062,000	2,942,000	19,590,000	878,000	37,472,000	14,925,031	52,397,031
2014	15,375,000	2,933,000	12,612,000	0	30,920,000	33,555,159	64,475,159
2015	15,121,000	2,653,000	20,300,000	0	38,074,000	9,866,673	47,940,673
2016	17,007,000	13,896,000	20,180,000	12,690,000	63,773,000	0	63,773,000
2017	7,899,000	1,076,000	11,350,000	128,000	20,453,000	0	20,453,000
2018	28,115,000	1,351,000	37,112,000	632,000	67,210,000	82,091,000	149,301,000
2019	31,907,000	0	38,350,000	0	70,257,000	95,100,000	165,357,000
2020	10,999,000	0	5,900,000	0	16,899,000	0	16,899,000
2021	8,967,000	1,290,000	18,000,000	218,000	28,475,000	0	28,475,000
2022	9,041,000	1,295,000	19,300,000	222,000	29,858,000	25,836,000	55,694,000
2023	24,018,000	3,223,000	74,875,000	1,483,000	103,599,000	109,405,000	213,004,000
2024	11,879,000	0	10,800,000	13,200,000	35,879,000	53,337,000	89,216,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	1	4,475,000	18,630,000	4,475,000	18,630,000
2008	1	4,547,000	14,081,000	4,547,000	14,081,000
2009	2	7,871,000	14,457,000	3,935,500	7,228,500
2010	2	8,612,000	10,319,000	4,306,000	5,159,500
2011	2	9,682,000	11,726,000	4,841,000	5,863,000
2012	2	10,962,000	23,247,000	5,481,000	11,623,500
2013	5	23,520,000	55,411,000	4,704,000	11,082,200
2014	4	20,703,000	42,379,000	5,175,750	10,594,750
2015	3	20,653,000	51,204,000	6,884,333	17,068,000
2016	4	21,956,000	81,752,000	5,489,000	20,438,000
2017	3	21,443,000	54,992,000	7,147,667	18,330,667
2018	6	42,165,000	105,582,000	7,027,500	17,597,000
2019	5	38,316,000	84,816,000	7,663,200	16,963,200
2020	5	41,359,000	68,884,000	8,271,800	13,776,800
2021	6	39,065,000	141,461,000	6,510,833	23,576,833
2022	7	48,076,000	191,698,000	6,868,000	27,385,429
2023	6	45,847,000	193,919,000	7,641,167	32,319,833
2024	5	46,912,000	163,412,000	9,382,400	32,682,400