Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	September	Reuben	Male	Yes	Yes
2009	September	Reuben	Male	Yes	Yes
2010	September	Reuben	Male	Yes	Yes
2011	September	Reuben	Male	No	No
2012	Moholi	Nombulelo	Female	Yes	Yes
2013	Moholi	Nombulelo	Female	Yes	Yes
2014	Maseko	Sipho Nkosinathi	Male	Yes	Yes
2015	Maseko	Sipho Nkosinathi	Male	Yes	Yes
2016	Maseko	Sipho Nkosinathi	Male	Yes	Yes
2017	Maseko	Sipho Nkosinathi	Male	Yes	Yes
2018	Maseko	Sipho Nkosinathi	Male	Yes	Yes
2019	Maseko	Sipho Nkosinathi	Male	Yes	Yes
2020	Maseko	Sipho Nkosinathi	Male	Yes	Yes
2021	Maseko	Sipho Nkosinathi	Male	Yes	Yes
2022	Maseko	Sipho Nkosinathi	Male	No	No
2022	Taukobong	Serame	Male	No	No
2023	Taukobong	Serame	Male	No	No
2024	Taukobong	Serame	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	296,706	1,598,400	415,515	0	2,310,621	0	2,310,621
2009	414,332	865,818	214,565	0	1,494,715	0	1,494,715
2010	480,708	260,246	314,383	0	1,055,337	0	1,055,337
2011	359,872	558,249	0	0	918,121	0	918,121
2012	862,823	459,860	303,641	0	1,626,324	0	1,626,324
2013	753,194	302,991	312,839	0	1,369,024	0	1,369,024
2014	643,564	1,185	514,851	0	1,159,601	0	1,159,601
2015	634,720	1,084	476,782	0	1,112,587	0	1,112,587
2016	505,173	63,930	416,011	0	985,114	0	985,114
2017	552,661	892	455,797	0	1,010,350	717,100	1,007,450

2017	553,661 893	655,797	0	1,210,350	717,100	1,927,450
2018	682,203 1,017	642,387	76,407	1,402,014	978,953	2,380,967
2019	576,319 7	486,974	179,377	1,242,676	368,485	1,611,162
2020	530,103 147,405	0	0	677,507	632,196	1,309,704
2021	588,657 0	681,037	1,093,065	2,362,760	0	2,362,760
2022	910,303 1,303,087	587,512	0	2,800,902	0	2,800,902
2023	517,185 0	0	88,509	605,694	0	605,694
2024	476,359 43,968	149,842	0	670,169	0	670,169

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	1	296,706	2,310,621	296,706	2,310,621
2009	2	527,955	1,709,300	263,978	854,650
2010	2	876,184	1,896,447	438,092	948,224
2011	2	543,215	1,592,776	271,607	796,388
2012	2	1,267,136	2,756,304	633,568	1,378,152
2013	2	1,338,635	2,358,124	669,318	1,179,062
2014	2	1,237,624	1,754,846	618,812	877,423
2015	3	1,614,171	3,594,033	538,057	1,198,011
2016	2	861,589	1,627,121	430,794	813,561
2017	2	944,286	1,926,701	472,143	963,350
2018	2	1,153,814	2,274,331	576,907	1,137,166
2019	3	895,263	1,879,081	298,421	626,360
2020	2	812,997	1,003,482	406,499	501,741
2021	3	1,022,531	3,251,248	340,844	1,083,749
2022	3	1,298,700	3,404,530	432,900	1,134,843
2023	2	851,861	973,146	425,930	486,573
2024	3	807,788	1,064,131	269,263	354,710

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	14	559,686	39,978
2009	11	583,284	53,026
2010	10	626,197	62,620
2011	13	864,371	66,490
2012	13	1,102,585	84,814

2012	13	1,102,585	84,814
2013	20	1,035,429	51,771
2014	12	856,912	71,409
2015	14	790,488	56,463
2016	12	619,335	51,611
2017	13	729,727	56,133
2018	14	792,368	56,598
2019	14	754,665	53,905
2020	14	771,772	55,127
2021	14	825,940	58,996
2022	14	875,220	62,516
2023	18	711,575	39,532
2024	14	689,173	49,227

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,453,757	13,218,772	3,436,308	0	19,108,837	0	19,108,837
2009	3,555,800	7,430,452	1,841,396	0	12,827,648	0	12,827,648
2010	3,555,800	1,925,037	2,325,493	0	7,806,330	0	7,806,330
2011	2,583,881	4,008,228	0	0	6,592,109	0	6,592,109
2012	6,402,150	3,412,158	2,253,013	0	12,067,321	0	12,067,321
2013	6,402,150	2,575,420	2,659,133	0	11,636,703	0	11,636,703
2014	6,500,000	11,972	5,200,000	0	11,711,972	0	11,711,972
2015	7,020,000	11,994	5,273,213	0	12,305,207	0	12,305,207
2016	7,441,200	941,683	6,127,846	0	14,510,729	0	14,510,729
2017	7,441,200	11,997	8,813,911	0	16,267,108	9,637,818	25,904,926
2018	8,050,000	11,997	7,580,163	901,600	16,543,760	11,551,650	28,095,410
2019	8,291,500	99	7,006,091	2,580,696	17,878,386	5,301,396	23,179,782
2020	8,830,449	2,455,469	0	0	11,285,918	10,531,129	21,817,047
2021	8,830,449	0	10,216,240	16,397,068	35,443,757	0	35,443,757
2022	13,650,000	19,539,796	8,809,736	0	41,999,532	0	41,999,532
2023	9,450,000	0	0	1,617,235	11,067,235	0	11,067,235
2024	9,450,000	872,243	2,972,575	0	13,294,818	0	13,294,818

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	1	2,453,757	19,108,837	2,453,757	19,108,837
2009	2	4,530,912	14,669,216	2,265,456	7,334,608
2010	2	6,481,135	14,028,021	3,240,568	7,014,011
2011	2	3,900,282	11,436,134	1,950,141	5,718,067
2012	2	9,402,150	20,451,779	4,701,075	10,225,890
2013	2	11,378,400	20,044,052	5,689,200	10,022,026
2014	2	12,500,000	17,723,944	6,250,000	8,861,972
2015	3	17,852,730	39,750,006	5,950,910	13,250,002
2016	2	12,691,200	23,967,494	6,345,600	11,983,747
2017	2	12,691,200	25,894,858	6,345,600	12,947,429
2018	2	13,615,000	26,837,111	6,807,500	13,418,556
2019	3	12,880,151	27,034,334	4,293,384	9,011,445
2020	2	13,542,905	16,716,005	6,771,453	8,358,003
2021	3	15,338,988	48,771,971	5,112,996	16,257,324
2022	3	19,474,000	51,050,921	6,491,333	17,016,974
2023	2	15,565,200	17,781,328	7,782,600	8,890,664
2024	3	15,693,466	20,716,265	5,231,155	6,905,422