Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Matlare	Peter B	Male	Yes	Yes
2008	Dennis	N	Male	No	No
2009	Matlare	Peter B	Male	Yes	Yes
2010	Matlare	Peter B	Male	Yes	Yes
2011	Matlare	Peter B	Male	Yes	Yes
2012	Matlare	Peter B	Male	Yes	Yes
2013	Matlare	Peter B	Male	Yes	Yes
2014	Matlare	Peter B	Male	Yes	Yes
2015	Matlare	Peter B	Male	Yes	Yes
2016	Matlare	Peter B	Male	No	No
2016	Mac Dougall	Lawrence	Male	No	No
2017	Mac Dougall	Lawrence	Male	Yes	Yes
2018	Mac Dougall	Lawrence	Male	Yes	Yes
2019	Mac Dougall	Lawrence	Male	Yes	Yes
2020	Doyle	Noel P	Male	No	No
2021	Doyle	Noel P	Male	Yes	Yes
2022	Doyle	Noel P	Male	Yes	Yes
2023	Doyle	Noel P	Male	Yes	Yes
2024	Kruger	Tjaart	male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	416,566	201,935	151,149	0	769,649	0	769,649
2009	382,545	95,316	400,489	0	878,350	0	878,350
2010	511,510	124,559	120,746	0	756,814	0	756,814
2011	548,844	140,462	68,642	0	757,948	527,168	1,285,116
2012	502,488	37,811	91,542	88,557	720,398	0	720,398
2013	457,097	113,763	107,527	0	678,387	0	678,387
2014	431,788	105,676	0	0	537,465	330,274	867,739
2015	396,083	96,250	80,583	0	572,917	508,250	1,081,167

2016	308,588	24,527	37,336	1,935,517	2,305,968	57,205	2,363,173
2017	596,521	11,029	0	25,093	632,642	0	632,642
2018	604,545	24,148	0	10,866	639,560	0	639,560
2019	603,917	22,143	0	10,769	636,829	0	636,829
2020	418,196	43,995	75,916	0	538,107	0	538,107
2021	589,960	96,759	0	0	686,719	0	686,719
2022	506,764	0	0	438,039	944,803	0	944,803
2023	497,231	81,492	328,076	0	906,799	0	906,799
2024	587,436	0	293,633	0	881,069	0	881,069

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	7	955,623	2,303,748	136,518	329,107
2009	6	1,366,814	3,152,529	227,802	525,421
2010	5	1,823,330	2,943,087	364,666	588,617
2011	6	1,580,202	2,861,127	263,367	476,855
2012	3	1,236,816	1,730,224	412,272	576,741
2013	3	1,142,581	1,501,828	380,860	500,609
2014	3	1,097,256	1,904,257	365,752	634,752
2015	4	1,102,833	1,755,333	275,708	438,833
2016	5	1,215,793	4,501,092	243,159	900,218
2017	4	1,317,691	1,453,220	329,423	363,305
2018	3	1,134,801	1,251,776	378,267	417,259
2019	2	996,433	1,096,043	498,216	548,021
2020	2	603,144	755,993	301,572	377,996
2021	2	930,367	1,128,210	465,183	564,105
2022	2	845,710	1,555,397	422,855	777,698
2023	2	841,500	1,501,820	420,750	750,910
2024	4	1,238,545	1,802,103	309,636	450,526

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	608,222	60,822
2009	9	424,493	47,166
2010	11	562,836	51,167
2011	9	696,098	77,344

2011	9	696,098	77,344
2012	10	1,070,025	107,002
2013	9	569,570	63,286
2014	9	553,832	61,537
2015	11	554,833	50,439
2016	10	566,812	56,681
2017	13	604,219	46,478
2018	11	574,716	52,247
2019	11	579,957	52,723
2020	14	607,627	43,402
2021	13	847,136	65,164
2022	12	695,441	57,953
2023	11	804,948	73,177
2024	10	867,823	86,782

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	3,445,000	1,670,000	1,250,000	0	6,365,000	0	6,365,000
2009	3,283,000	818,000	3,437,000	0	7,538,000	0	7,538,000
2010	3,622,000	882,000	855,000	0	5,359,000	0	5,359,000
2011	3,798,000	972,000	475,000	0	5,245,000	3,648,000	8,893,000
2012	4,040,000	304,000	736,000	712,000	5,792,000	0	5,792,000
2013	4,251,000	1,058,000	1,000,000	0	6,309,000	0	6,309,000
2014	4,564,000	1,117,000	0	0	5,681,000	3,491,000	9,172,000
2015	4,753,000	1,155,000	967,000	0	6,875,000	6,099,000	12,974,000
2016	4,240,000	337,000	513,000	26,594,000	31,684,000	786,000	32,470,000
2017	8,059,000	149,000	0	339,000	8,547,000	0	8,547,000
2018	8,512,000	340,000	0	153,000	9,005,000	0	9,005,000
2019	8,973,000	329,000	0	160,000	9,462,000	0	9,462,000
2020	6,996,000	736,000	1,270,000	0	9,002,000	0	9,002,000
2021	8,591,000	1,409,000	0	0	10,000,000	0	10,000,000
2022	8,878,000	0	0	7,674,000	16,552,000	0	16,552,000
2023	9,427,000	1,545,000	6,220,000	0	17,192,000	0	17,192,000
2024	10,333,000	0	5,165,000	0	15,498,000	0	15,498,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	7	7,903,000	19,052,000	1,129,000	2,721,714
2009	6	11,730,000	27,055,000	1,955,000	4,509,167
2010	5	12,911,000	20,840,000	2,582,200	4,168,000
2011	6	10,935,000	19,799,000	1,822,500	3,299,833
2012	3	9,944,000	13,911,000	3,314,667	4,637,000
2013	3	10,626,000	13,967,000	3,542,000	4,655,667
2014	3	11,598,000	20,128,000	3,866,000	6,709,333
2015	4	13,234,000	21,064,000	3,308,500	5,266,000
2016	5	16,705,000	61,845,000	3,341,000	12,369,000
2017	4	17,802,000	19,633,000	4,450,500	4,908,250
2018	3	15,978,000	17,625,000	5,326,000	5,875,000
2019	2	14,805,000	16,285,000	7,402,500	8,142,500
2020	2	10,090,000	12,647,000	5,045,000	6,323,500
2021	2	13,548,000	16,429,000	6,774,000	8,214,500
2022	2	14,816,000	27,249,000	7,408,000	13,624,500
2023	2	15,954,000	28,473,000	7,977,000	14,236,500
2024	4	21,786,000	31,699,000	5,446,500	7,924,750