Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2010	Joffe	Steven Brian	Male	Yes	Yes
2012	Mabuza	Busisiwe (Busi)	Female	No	No
2012	von Aulock	Marcel N	Male	No	No
2013	von Aulock	Marcel N	Male	Yes	Yes
2014	von Aulock	Marcel N	Male	Yes	Yes
2015	von Aulock	Marcel N	Male	Yes	Yes
2016	von Aulock	Marcel N	Male	Yes	Yes
2017	Randall	Keith	Male	No	No
2017	von Aulock	Marcel N	Male	Yes	Yes
2018	Randall	Keith	Male	Yes	Yes
2018	von Aulock	Marcel N	Male	No	No
2019	Booysen	Jacques	Male	Yes	Yes
2020	von Aulock	Marcel N	Male	No	No
2021	von Aulock	Marcel N	Male	Yes	Yes
2022	du Toit	Chris	Male	Yes	Yes
2022	von Aulock	Marcel N	Male	Yes	Yes
2023	du Toit	Chris	Male	Yes	Yes
2024	du Toit	Chris	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	362,055	68,082	301,096	0	731,233	70,959	802,192
2012	724,259	173,720	1,120,755	0	2,018,733	0	2,018,733
2013	530,471	113,765	652,941	0	1,297,176	304,824	1,602,000
2014	475,050	102,277	827,822	0	1,405,149	0	1,405,149
2015	462,387	99,458	431,103	0	992,948	712,206	1,705,154
2016	373,184	76,035	152,953	0	602,172	419,484	1,021,656
2017	530,353	42,560	401,971	0	974,883	980,283	1,955,166
2018	354,929	37,503	329,842	1,043,754	1,766,028	2,541,177	4,307,205
2019	486,342	24,467	178,077	33,641	722,527	79,099	801,626

2020	407,072	32,777	160,764	24,133	624,745	0	624,745
2021	147,723	9,733	0	0	157,456	0	157,456
2022	842,948	26,275	0	36,145	905,368	0	905,368
2023	345,994	20,742	302,375	7,607	676,718	0	676,718
2024	455,197	18,579	293,290	10,033	777,099	936,405	1,713,505

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	4	1,004,521	2,005,068	251,130	501,267
2012	5	1,277,628	3,121,429	255,526	624,286
2013	2	795,176	1,851,647	397,588	925,824
2014	2	722,574	1,957,426	361,287	978,713
2015	2	703,165	1,472,694	351,582	736,347
2016	2	566,599	917,651	283,299	458,826
2017	4	836,579	1,517,210	209,145	379,302
2018	5	1,199,003	2,962,919	239,801	592,584
2019	2	752,207	1,116,008	376,103	558,004
2020	7	645,696	978,329	92,242	139,761
2021	2	255,250	272,848	127,625	136,424
2022	5	1,193,331	1,292,364	238,666	258,473
2023	2	492,776	904,335	246,388	452,167
2024	2	604,735	1,018,208	302,368	509,104

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	7	327,260	46,751
2012	12	885,849	73,821
2013	11	1,347,647	122,513
2014	10	1,123,663	112,366
2015	11	263,201	23,927
2016	7	199,671	28,524
2017	8	242,336	30,292
2018	8	82,862	41,431
2019	7	258,636	36,948
2020	7	229,559	32,794
2021	10	185,788	18,579

2021	10	185,788	18,579
2022	13	285,162	21,936
2023	7	232,870	33,267
2024	7	228,952	32,707

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	2,643,000	497,000	2,198,000	0	5,338,000	518,000	5,856,000
2012	5,374,000	1,289,000	8,316,000	0	14,979,000	0	14,979,000
2013	4,509,000	967,000	5,550,000	0	11,026,000	2,591,000	13,617,000
2014	4,798,000	1,033,000	8,361,000	0	14,192,000	0	14,192,000
2015	5,114,000	1,100,000	4,768,000	0	10,982,000	7,877,000	18,859,000
2016	5,497,000	1,120,000	2,253,000	0	8,870,000	6,179,000	15,049,000
2017	7,126,000	572,000	5,402,000	0	13,100,000	13,175,000	26,275,000
2018	4,202,000	444,000	3,905,000	12,357,000	20,908,000	30,085,000	50,993,000
2019	6,997,000	352,000	2,562,000	484,000	10,395,000	1,138,000	11,533,000
2020	6,781,000	546,000	2,678,000	402,000	10,407,000	0	10,407,000
2021	2,216,000	146,000	0	0	2,362,000	0	2,362,000
2022	12,640,000	394,000	0	542,000	13,576,000	0	13,576,000
2023	6,322,000	379,000	5,525,000	139,000	12,365,000	0	12,365,000
2024	8,575,000	350,000	5,525,000	189,000	14,639,000	17,640,000	32,279,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	4	7,333,000	14,637,000	1,833,250	3,659,250
2012	5	9,480,000	23,161,000	1,896,000	4,632,200
2013	2	6,759,000	15,739,000	3,379,500	7,869,500
2014	2	7,298,000	19,770,000	3,649,000	9,885,000
2015	2	7,777,000	16,288,000	3,888,500	8,144,000
2016	2	8,346,000	13,517,000	4,173,000	6,758,500
2017	4	11,239,000	20,385,000	2,809,750	5,096,250
2018	5	14,195,000	35,078,000	2,839,000	7,015,600
2019	2	10,822,000	16,056,000	5,411,000	8,028,000
2020	7	10,756,000	16,297,000	1,536,571	2,328,143
2021	2	3,829,000	4,093,000	1,914,500	2,046,500
2022	5	17,804,000	19,870,000	3,560,800	3,974,000

2022	5	17,894,000	19,379,000	3,578,800	3,875,800
2023	2	9,004,000	16,524,000	4,502,000	8,262,000
2024	2	11,392,000	19,181,000	5,696,000	9,590,500