Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Uys	Petrus (Pieter)	Male	Yes	Yes
2009	Uys	Petrus (Pieter)	Male	Yes	Yes
2010	Uys	Petrus (Pieter)	Male	Yes	Yes
2011	Uys	Petrus (Pieter)	Male	Yes	Yes
2012	Uys	Petrus (Pieter)	Male	Yes	Yes
2013	Aziz Joosub	Mohamed	Male	Yes	No
2014	Aziz Joosub	Mohamed	Male	Yes	Yes
2015	Aziz Joosub	Mohamed	Male	Yes	Yes
2016	Aziz Joosub	Mohamed	Male	Yes	Yes
2017	Aziz Joosub	Mohamed	Male	Yes	Yes
2018	Aziz Joosub	Mohamed	Male	Yes	Yes
2019	Aziz Joosub	Mohamed	Male	Yes	Yes
2020	Aziz Joosub	Mohamed	Male	Yes	Yes
2021	Aziz Joosub	Mohamed	Male	Yes	Yes
2022	Aziz Joosub	Mohamed	Male	Yes	Yes
2023	Aziz Joosub	Mohamed	Male	Yes	Yes
2024	Aziz Joosub	Mohamed	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	402,282	62,060	980,833	0	1,445,175	290,206	1,735,381
2009	516,926	56,186	646,702	0	1,219,814	163,132	1,382,946
2010	855,076	30,238	561,295	0	1,446,610	712,642	2,159,251
2011	986,963	2,579	945,449	0	1,934,990	368,294	2,303,284
2012	954,683	1,781	1,270,444	0	2,226,909	539,061	2,765,969
2013	450,709	0	603,000	37,678	1,091,387	1,037,098	2,128,486
2014	587,685	94,721	602,792	0	1,285,198	408,392	1,693,590
2015	652,125	0	335,958	434	988,517	330,058	1,318,575
2016	531,229	0	948,269	244	1,479,742	930,722	2,410,464
2017	684,561	59,844	808,036	36,746	1,589,187	1,063,286	2,652,473

2018	816,226	70,119	1,051,009	141,571	2,078,924	1,506,543	3,585,467
2019	728,067	55,627	680,232	66,020	1,529,946	1,500,108	3,030,054
2020	674,792	49,222	701,700	61,037	1,486,751	1,060,218	2,546,969
2021	780,964	56,930	1,178,836	80,805	2,097,535	1,410,736	3,508,271
2022	813,644	63,440	1,116,665	320	1,994,069	1,629,289	3,623,357
2023	845,375	65,193	767,609	263	1,678,440	1,172,617	2,851,057
2024	922,954	255	1,094,421	338,213	2,355,842	921,669	3,277,511

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	788,956	2,373,888	394,478	1,186,944
2009	3	955,639	2,681,700	318,546	893,900
2010	3	1,903,601	3,519,338	634,534	1,173,113
2011	3	2,471,476	5,428,500	823,825	1,809,500
2012	3	2,026,196	5,073,765	675,399	1,691,255
2013	4	1,351,337	4,943,666	337,834	1,235,917
2014	2	1,014,791	2,031,950	507,396	1,015,975
2015	2	1,077,170	1,553,356	538,585	776,678
2016	3	849,859	2,518,720	283,286	839,573
2017	2	1,094,295	2,529,150	547,147	1,264,575
2018	2	1,290,829	3,210,713	645,414	1,605,357
2019	2	1,161,063	2,457,136	580,531	1,228,568
2020	2	1,152,894	2,519,241	576,447	1,259,621
2021	2	1,009,386	2,662,859	504,693	1,331,429
2022	2	1,393,234	3,343,941	696,617	1,671,970
2023	2	1,350,881	2,585,506	675,440	1,292,753
2024	2	1,490,784	3,540,540	745,392	1,770,270

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	1	21,161	21,161
2009	6	40,674	6,779
2010	11	468,495	42,590
2011	10	437,985	43,798
2012	12	668,706	55,725
2013	12	668,590	55,716

2013	12	668,590	55,716
2014	12	629,822	52,485
2015	11	637,960	57,996
2016	11	495,136	45,012
2017	12	634,165	52,847
2018	10	695,165	69,516
2019	14	678,493	48,464
2020	12	602,401	50,200
2021	14	804,538	57,467
2022	12	872,222	72,685
2023	13	671,441	51,649
2024	13	705,562	54,274

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	3,326,869	513,236	8,111,493	0	11,951,598	2,400,000	14,351,598
2009	4,436,256	482,188	5,550,000	0	10,468,444	1,400,000	11,868,444
2010	6,325,000	223,674	4,151,897	0	10,700,571	5,271,411	15,971,982
2011	6,728,125	17,578	6,445,123	0	13,190,826	2,510,660	15,701,486
2012	7,083,750	13,218	9,426,696	0	16,523,664	3,999,829	20,523,493
2013	3,831,026	0	5,125,500	320,267	9,276,793	8,815,334	18,092,127
2014	5,935,617	956,683	6,088,200	0	12,980,500	4,124,764	17,105,264
2015	7,212,500	0	3,715,700	4,800	10,933,000	3,650,442	14,583,442
2016	7,825,000	0	13,968,000	3,600	21,796,600	13,709,536	35,506,136
2017	9,200,500	804,300	10,860,000	493,867	21,358,667	14,290,569	35,649,236
2018	9,623,300	826,700	12,391,400	1,669,119	24,510,519	17,762,137	42,272,656
2019	10,474,698	800,302	9,786,500	949,836	22,011,336	21,582,047	43,593,383
2020	11,240,684	819,941	11,688,915	1,016,758	24,766,298	17,661,111	42,427,409
2021	11,715,236	854,014	17,683,718	1,212,154	31,465,122	21,162,447	52,627,569
2022	12,200,587	951,282	16,744,389	4,800	29,901,058	24,431,183	54,332,241
2023	15,446,694	1,191,212	14,025,755	4,800	30,668,461	21,426,058	52,094,519
2024	17,386,612	4,800	20,616,695	6,371,251	44,379,358	17,362,403	61,741,761

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	6.524.664	19.632.051	3.262.332	9.816.026

2009	3	8,201,298	23,014,350	2,733,766	7,671,450
2010	3	14,045,833	25,959,138	4,681,944	8,653,046
2011	3	16,848,050	37,006,083	5,616,017	12,335,361
2012	3	15,034,375	37,647,339	5,011,458	12,549,113
2013	4	11,486,367	42,021,163	2,871,592	10,505,291
2014	2	10,249,393	20,522,698	5,124,697	10,261,349
2015	2	11,913,500	17,180,116	5,956,750	8,590,058
2016	3	12,518,428	37,100,741	4,172,809	12,366,914
2017	2	14,707,321	33,991,773	7,353,661	16,995,887
2018	2	15,218,871	37,854,311	7,609,436	18,927,156
2019	2	16,704,207	35,350,809	8,352,104	17,675,405
2020	2	19,204,914	41,965,519	9,602,457	20,982,760
2021	2	15,141,798	39,945,545	7,570,899	19,972,773
2022	2	20,891,546	50,142,391	10,445,773	25,071,196
2023	2	24,683,297	47,242,365	12,341,649	23,621,183
2024	2	28,083,390	66,696,701	14,041,695	33,348,351