Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2009	Nel	Elia Louw (Louwtjie)	Male	No	No
2010	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2011	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2012	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2013	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2014	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2015	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2016	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2017	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2018	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2019	Nel	Elia Louw (Louwtjie)	Male	Yes	Yes
2020	Neff	Wolfgang P	Male	No	No
2021	Neff	Wolfgang P	Male	Yes	Yes
2022	Neff	Wolfgang P	Male	Yes	Yes
2023	Neff	Wolfgang P	Male	No	No
2024	Nel	Elia Louw (Louwtjie)	Male	No	No
2024	Neff	Wolfgang P	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2009	101,608	55,931	594,151	0	751,690	0	751,690
2010	130,235	69,987	1,117,017	0	1,317,239	0	1,317,239
2011	138,682	74,785	1,205,301	0	1,418,768	0	1,418,768
2012	139,871	72,000	1,053,806	0	1,265,677	0	1,265,677
2013	208,068	0	772,727	0	980,795	0	980,795
2014	138,862	41,755	530,955	25,651	737,223	0	737,223
2015	146,853	43,444	458,566	21,941	670,804	0	670,804
2016	116,881	34,644	573,627	17,695	742,847	4,610	747,458
2017	142,037	42,113	571,975	22,282	778,407	0	778,407
2018	147,773	43,870	549,829	30,389	771,861	0	771,861

2019	144,794	43,062	308,414	27,863	524,132	0	524,132
2020	107,705	0	276,606	0	384,311	73,610	457,921
2021	166,822	32,430	506,939	44,726	750,917	117,495	868,412
2022	235,011	0	441,406	0	676,417	52,675	729,091
2023	209,083	0	805,026	0	1,014,109	35,459	1,049,569
2024	395,769	0	1,334,204	0	1,729,972	604,829	2,334,802

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	223,700	1,211,850	111,850	605,925
2009	4	444,302	3,477,628	111,076	869,407
2010	4	555,726	5,111,451	138,931	1,277,863
2011	4	514,613	5,818,338	128,653	1,454,585
2012	5	519,226	4,244,645	103,845	848,929
2013	4	806,023	3,624,205	201,506	906,051
2014	4	543,394	2,128,833	135,849	532,208
2015	3	388,112	1,846,066	129,371	615,355
2016	3	309,153	2,073,492	103,051	691,164
2017	3	376,723	2,126,799	125,574	708,933
2018	3	374,870	2,066,364	124,957	688,788
2019	3	361,060	1,372,698	120,353	457,566
2020	4	526,810	1,261,394	131,702	315,349
2021	3	467,462	2,137,485	155,821	712,495
2022	7	1,878,379	4,411,966	268,340	630,281
2023	3	554,946	2,683,899	184,982	894,633
2024	4	606,026	2,596,998	151,506	649,249

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	5	110,762	22,152
2009	4	110,231	27,558
2010	5	209,962	41,992
2011	5	164,183	32,837
2012	5	195,680	39,136
2013	5	156,818	31,364
2014	6	192,205	32,034

2014	6	192,205	32,034
2015	5	188,811	37,762
2016	5	147,593	29,519
2017	6	221,746	36,958
2018	7	225,979	32,283
2019	5	232,423	46,485
2020	5	172,223	34,445
2021	5	239,879	47,976
2022	5	257,866	51,573
2023	6	220,850	36,808
2024	5	242,291	48,458

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2009	872,000	480,000	5,099,000	0	6,451,000	0	6,451,000
2010	936,000	503,000	8,028,000	0	9,467,000	0	9,467,000
2011	968,000	522,000	8,413,000	0	9,903,000	0	9,903,000
2012	1,084,000	558,000	8,167,000	0	9,809,000	0	9,809,000
2013	1,831,000	0	6,800,000	0	8,631,000	0	8,631,000
2014	1,440,000	433,000	5,506,000	266,000	7,645,000	0	7,645,000
2015	1,680,000	497,000	5,246,000	251,000	7,674,000	0	7,674,000
2016	1,724,000	511,000	8,461,000	261,000	10,957,000	68,000	11,025,000
2017	1,855,000	550,000	7,470,000	291,000	10,166,000	0	10,166,000
2018	1,984,000	589,000	7,382,000	408,000	10,363,000	0	10,363,000
2019	2,115,000	629,000	4,505,000	407,000	7,656,000	0	7,656,000
2020	1,848,000	0	4,746,000	0	6,594,000	1,263,000	7,857,000
2021	2,320,000	451,000	7,050,000	622,000	10,443,000	1,634,000	12,077,000
2022	3,712,000	0	6,972,000	0	10,684,000	832,000	11,516,000
2023	3,927,000	0	15,120,000	0	19,047,000	666,000	19,713,000
2024	7,277,000	0	24,532,000	0	31,809,000	11,121,000	42,930,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	1,850,000	10,022,000	925,000	5,011,000
2009	4	3,813,000	29,845,000	953,250	7,461,250
2010	4	3,904,000	36,736,000	976,000	9,184,000

2010	4	3,994,000	36,736,000	998,500	9,184,000
2011	4	3,592,000	40,612,000	898,000	10,153,000
2012	5	4,024,000	32,896,000	804,800	6,579,200
2013	4	7,093,000	31,893,000	1,773,250	7,973,250
2014	4	5,635,000	22,076,000	1,408,750	5,519,000
2015	3	4,440,000	21,119,000	1,480,000	7,039,667
2016	3	4,560,000	30,584,000	1,520,000	10,194,667
2017	3	4,920,000	27,776,000	1,640,000	9,258,667
2018	3	5,033,000	27,743,000	1,677,667	9,247,667
2019	3	5,274,000	20,051,000	1,758,000	6,683,667
2020	4	9,039,000	21,643,000	2,259,750	5,410,750
2021	3	6,501,000	29,726,000	2,167,000	9,908,667
2022	7	29,669,000	69,687,000	4,238,429	9,955,286
2023	3	10,423,000	50,409,000	3,474,333	16,803,000
2024	4	11,143,000	47,751,000	2,785,750	11,937,750