Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Susman	Simon	Male	Yes	Yes
2009	Susman	Simon	Male	Yes	Yes
2010	Susman	Simon	Male	Yes	Yes
2010	Moir	Ian	Male	Yes	Yes
2011	Susman	Simon	Male	No	No
2011	Moir	Ian	Male	Yes	Yes
2012	Moir	Ian	Male	Yes	Yes
2013	Moir	Ian	Male	Yes	Yes
2014	Moir	Ian	Male	Yes	Yes
2015	Moir	Ian	Male	Yes	Yes
2016	Moir	Ian	Male	Yes	Yes
2017	Moir	Ian	Male	Yes	Yes
2018	Moir	Ian	Male	Yes	Yes
2019	Moir	Ian	Male	No	No
2020	Moir	Ian	Male	No	No
2020	Bagattini	Roy	male	No	No
2021	Bagattini	Roy	male	Yes	Yes
2022	Bagattini	Roy	male	Yes	Yes
2022	Rylands	Zyda	Female	No	No
2023	Bagattini	Roy	male	No	No
2024	Bagattini	Roy	male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	448,489	88,271	0	445,224	981,983	0	981,983
2009	433,465	84,479	164,530	435,912	1,118,387	598,981	1,717,369
2010	870,739	160,568	1,377,348	2,198,560	4,607,214	1,610,030	6,217,244
2011	971,203	68,625	1,588,682	124,499	2,753,009	0	2,753,009
2012	743,355	5,419	689,806	0	1,438,581	0	1,438,581
2013	841,023	6,136	1,171,364	0	2,018,523	0	2,018,523

2014	863,934	7,425	925,265	0	1,796,625	1,775,533	3,572,158
2015	977,885	12,063	1,823,951	0	2,813,899	1,484,790	4,298,689
2016	1,113,898	13,288	1,014,237	0	2,141,424	150,237	2,291,661
2017	1,429,786	10,337	0	0	1,440,123	1,214,931	2,655,054
2018	1,328,301	9,761	0	0	1,338,062	461,025	1,799,087
2019	1,294,379	9,721	0	0	1,304,101	273,294	1,577,394
2020	994,114	575,825	0	74,309	1,644,248	84,684	1,728,931
2021	1,195,671	98,015	1,100,244	0	2,393,931	0	2,393,931
2022	1,187,591	111,934	941,247	0	2,240,772	244,571	2,485,343
2023	968,108	122,138	1,491,375	0	2,581,621	3,938,878	6,520,498
2024	1,054,495	137,434	259,749	0	1,451,678	2,099,472	3,551,150

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	1,559,976	2,984,160	311,995	596,832
2009	4	1,308,669	2,896,644	327,167	724,161
2010	5	1,828,162	8,545,993	365,632	1,709,199
2011	4	1,747,708	5,299,713	436,927	1,324,928
2012	3	1,480,258	3,038,194	493,419	1,012,731
2013	3	1,561,136	4,112,955	520,379	1,370,985
2014	5	1,864,995	4,072,517	372,999	814,503
2015	4	1,978,671	4,728,671	494,668	1,182,168
2016	4	2,070,169	3,783,525	517,542	945,881
2017	5	3,935,988	4,261,562	787,198	852,312
2018	5	3,860,744	4,101,475	772,149	820,295
2019	4	2,728,623	2,974,259	682,156	743,565
2020	5	2,231,787	3,089,987	446,357	617,997
2021	4	2,827,485	5,532,072	706,871	1,383,018
2022	4	2,085,977	3,826,084	521,494	956,521
2023	3	1,777,446	4,638,484	592,482	1,546,161
2024	3	1,681,623	2,436,287	560,541	812,096

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	9	413,180	45,909
2009	7	360,872	51,553

2009	7	360,872	51,553
2010	9	541,394	60,155
2011	12	943,553	78,629
2012	12	700,258	58,355
2013	11	967,841	87,986
2014	10	650,241	65,024
2015	12	1,074,738	89,561
2016	12	1,100,678	91,723
2017	11	1,365,850	124,168
2018	10	1,219,733	121,973
2019	11	1,034,983	94,089
2020	11	998,485	90,771
2021	8	1,093,341	136,668
2022	9	590,567	65,619
2023	10	772,122	77,212
2024	9	960,189	106,688

CEO Remuneration - ZAR:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	3,709,000	730,000	0	3,682,000	8,121,000	0	8,121,000
2009	3,720,000	725,000	1,412,000	3,741,000	9,598,000	5,140,457	14,738,457
2010	6,258,000	1,154,000	9,899,000	15,801,050	33,112,050	11,571,285	44,683,335
2011	6,779,000	479,000	11,089,000	869,000	19,216,000	0	19,216,000
2012	5,761,000	42,000	5,346,000	0	11,149,000	0	11,149,000
2013	7,401,000	54,000	10,308,000	0	17,763,000	0	17,763,000
2014	8,959,000	77,000	9,595,000	0	18,631,000	18,412,280	37,043,280
2015	11,187,000	138,000	20,866,000	0	32,191,000	16,986,000	49,177,000
2016	16,430,000	196,000	14,960,000	0	31,586,000	2,216,000	33,802,000
2017	18,673,000	135,000	0	0	18,808,000	15,867,000	34,675,000
2018	18,915,000	139,000	0	0	19,054,000	6,565,000	25,619,000
2019	18,907,000	142,000	0	0	19,049,000	3,992,000	23,041,000
2020	17,057,000	9,880,000	0	1,275,000	28,212,000	1,453,000	29,665,000
2021	16,627,000	1,363,000	15,300,000	0	33,290,000	0	33,290,000
2022	18,758,000	1,768,000	14,867,000	0	35,393,000	3,863,000	39,256,000
2023	18,183,000	2,294,000	28,011,000	0	48,488,000	73,980,000	122,468,000
2024	19,389,000	2,527,000	4,776,000	0	26,692,000	38,603,000	65,295,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	12,901,000	24,679,000	2,580,200	4,935,800
2009	4	11,231,000	24,859,000	2,807,750	6,214,750
2010	5	13,139,000	61,420,050	2,627,800	12,284,010
2011	4	12,199,000	36,992,000	3,049,750	9,248,000
2012	3	11,472,000	23,546,000	3,824,000	7,848,667
2013	3	13,738,000	36,194,000	4,579,333	12,064,667
2014	5	19,340,000	42,232,000	3,868,000	8,446,400
2015	4	22,636,000	54,096,000	5,659,000	13,524,000
2016	4	30,535,000	55,807,000	7,633,750	13,951,750
2017	5	51,404,000	55,656,000	10,280,800	11,131,200
2018	5	54,977,000	58,405,000	10,995,400	11,681,000
2019	4	39,857,000	43,445,000	9,964,250	10,861,250
2020	5	38,293,000	53,018,000	7,658,600	10,603,600
2021	4	39,319,000	76,929,000	9,829,750	19,232,250
2022	4	32,948,000	60,433,000	8,237,000	15,108,250
2023	3	33,384,000	87,120,000	11,128,000	29,040,000
2024	3	30,920,000	44,796,000	10,306,667	14,932,000