

Executive Remuneration Survey roles

GRG's ERS reports provide remuneration data on the following roles:

General Management

- GM.01 Chief Executive Officer
- GM.02 Group Head – Multiple Function
- GM.03 Division Head – Single Function
- GM.04 Chief Operating Officer
- GM.05 Executive Board Chair
- GM.06 Executive Director

Finance

- FI.01 Chief Financial Officer / FD
- FI.02 Head of Investments / Chief Investment Officer
- FI.03 Chief Risk Officer
- FI.04 Group Financial Controller
- FI.05 Head of Treasury/Group Treasurer
- FI.06 Head of Compliance
- FI.07 Head of Financial Planning & Analysis (FP&A)
- FI.08 Head of Internal Audit
- FI.09 Head of Tax
- FI.10 Chief Economist
- FI.11 Head of Pricing
- FI.12 Head of Corporate Services

Human Resources

- HR.01 Chief People Officer
- HR.02 Head of Leadership & Organisational Development
- HR.03 Head of Learning & Development
- HR.04 Head of Remuneration & Benefits
- HR.05 Head of Industrial/Employee Relations
- HR.06 Head of Diversity & Inclusion
- HR.07 Senior HR Business Partner / HR Generalist
- HR.08 Head of Talent & Acquisition

Corporate Affairs

- CA.01 Head of Corporate Affairs
- CA.02 Head of ESG
- CA.03 Head of Public Relations/External Communications
- CA.04 Head of Internal Communications

Customer Service

- CS.01 Head of Customer Support

Mining & Exploration

- ME.01 Head of Exploration
- ME.02 Head of Mining

Information Technology

- IT.01 Chief Information Officer / Chief Technology Officer
- IT.02 Head of Digital Business
- IT.03 Head of Applications Services
- IT.04 Head of Architectural Services
- IT.05 Head of IT Services/Infrastructure
- IT.06 Head of Cyber Security

Legal

- LE.01 Chief Legal Counsel
- LE.02 Head of Litigation
- LE.03 Head of Regulatory Affairs
- LE.04 Company Secretary
- LE.05 Head of Legal and Company Secretary

Marketing

- MA.01 Head of Marketing/Chief Marketing Officer
- MA.02 Head of Marketing – Generalist
- MA.03 Head of Product
- MA.04 Head of Brand
- MA.05 Head of Intelligence/Research
- MA.06 Head of Investor Relations
- MA.07 Head of Marketing Communications
- MA.08 Head of Segment/Channel Marketing

Operations

- OP.01 Manufacturing Engineering Manager / Chief Design Engineer
- OP.02 Head of Manufacturing/Production
- OP.03 Head of Health, Safety & Environment
- OP.04 Head of Purchasing/Procurement
- OP.05 Head of Supply Chain/Logistics

Property

- PR.01 General Manager - Property

Research & Development

- RD.01 Head of Research & Development
- RD.02 Head of Data/BI Analytics

Sales

- SA.01 Head of Sales & Marketing
- SA.02 Head of Sales
- SA.03 Principal Business Development Manager
- SA.04 Head of Sales Operations & Support
- SA.05 Commercial Lead
- SA.06 Head of Retail Operations

Strategy

- ST.01 Head of Strategy
- ST.02 Head of Mergers, Acquisitions and Alliances
- ST.03 Project Director

Other

- OT.01 Other role not otherwise classified