## Country Report - Directors ZAR

CEO Remuneration - ZAR:

| Financial Year: | No. of CEOS: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2013 | 1 | 1,445,313 | 1,506,250 | 1,445,313 | 1,506,250 |
| 2014 | 1 | 1,447,000 | 1,513,000 | 1,447,000 | 1,513,000 |
| 2015 | 1 | 1,447,000 | 1,510,000 | 1,447,000 | 1,510,000 |
| 2016 | 1 | 1,447,000 | 1,509,000 | 1,447,000 | 1,509,000 |
| 2017 | 1 | 1,447,000 | 1,513,000 | 1,447,000 | 1,513,000 |
| 2018 | 1 | 1,447,000 | 1,503,000 | 1,447,000 | 1,503,000 |
| 2019 | 1 | 1,447,000 | 1,503,000 | 1,447,000 | 1,503,000 |

Executive Director Remuneration - ZAR:

| Financial | Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| 2013 | 3 | $2,723,438$ | $2,817,188$ | 907,813 | 939,063 |  |
| 2014 | 1 | $1,447,000$ | $1,513,000$ | $1,447,000$ | $1,513,000$ |  |
| 2015 | 1 | $1,447,000$ | $1,510,000$ | $1,447,000$ | $1,510,000$ |  |
| 2016 | 1 | $1,447,000$ | $1,509,000$ | $1,447,000$ | $1,509,000$ |  |
| 2017 | 1 | $1,447,000$ | $1,513,000$ | $1,447,000$ | $1,513,000$ |  |
| 2018 | 1 | $1,447,000$ | $1,503,000$ | $1,447,000$ | $1,503,000$ |  |
| 2019 | 1 | $1,447,000$ | $1,503,000$ | $1,447,000$ | $1,503,000$ |  |

Non-Executive Director Remuneration-ZAR:

| \|Financal | Year:\|No. of | Nalds:\|ctal | Salaries: |
| :--- | :--- | :--- | :--- |
| 2013 | 13 | $2,150,000$ | 165,385 |
| 2014 | 7 | $2,179,000$ | 311,286 |
| 2015 | 7 | $2,271,000$ | 324,429 |
| 2016 | 7 | $2,271,000$ | 324,429 |
| 2017 | 8 | $2,484,000$ | 310,500 |
| 2018 | 8 | $2,509,000$ | 313,625 |
| 2019 | 6 | $2,445,000$ | 407,500 |

