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:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
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