# Country Report - Directors ZAR

**CEO Remuneration - ZAR:**

| Financial Year: | No. of CEOs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|---|---|---|---|---|---|
| 2007 | 1 | 1,801,631 | 5,319,614 | 1,801,631 | 5,319,614 |
| 2008 | 1 | 1,767,424 | 5,617,733 | 1,767,424 | 5,617,733 |
| 2009 | 1 | 1,926,474 | 4,286,606 | 1,926,474 | 4,286,606 |
| 2010 | 1 | 1,936,454 | 5,367,693 | 1,936,454 | 5,367,693 |
| 2011 | 1 | 1,949,655 | 5,618,674 | 1,949,655 | 5,618,674 |
| 2012 | 1 | 1,988,818 | 5,457,096 | 1,988,818 | 5,457,096 |
| 2013 | 1 | 2,055,556 | 5,089,430 | 2,055,556 | 5,089,430 |
| 2014 | 1 | 1,808,333 | 4,633,333 | 1,808,333 | 4,633,333 |
| 2015 | 1 | 1,691,045 | 3,925,373 | 1,691,045 | 3,925,373 |
| 2016 | 1 | 1,676,724 | 4,984,195 | 1,676,724 | 4,984,195 |

**Executive Director Remuneration - ZAR:**

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|---|---|---|---|---|---|
| 2007 | 2 | 2,892,092 | 8,097,401 | 1,446,046 | 4,048,701 |
| 2008 | 2 | 2,833,077 | 8,297,479 | 1,416,539 | 4,148,739 |
| 2009 | 2 | 3,082,358 | 6,640,852 | 1,541,179 | 3,320,426 |
| 2010 | 2 | 3,107,349 | 8,181,673 | 1,553,675 | 4,090,836 |
| 2011 | 2 | 3,119,121 | 8,566,713 | 1,559,561 | 4,283,357 |
| 2012 | 3 | 2,485,291 | 6,642,933 | 828,430 | 2,214,311 |
| 2013 | 3 | 4,118,325 | 9,681,648 | 1,372,775 | 3,227,216 |
| 2014 | 2 | 3,041,667 | 7,243,333 | 1,520,833 | 3,621,667 |
| 2015 | 2 | 2,828,358 | 6,235,821 | 1,414,179 | 3,117,910 |
| 2016 | 2 | 2,353,448 | 6,553,161 | 1,176,724 | 3,276,580 |

**Non-Executive Director Remuneration - ZAR:**

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|---|---|---|---|
| 2007 | 10 | 1,507,320 | 150,732 |
| 2008 | 10 | 1,472,401 | 147,240 |
| 2009 | 13 | 1,724,996 | 132,692 |
| 2010 | 13 | 2,015,123 | 155,009 |
| 2011 | 14 | 2,161,181 | 154,370 |
| 2012 | 13 | 3,827,801 | 294,446 |
| 2013 | 14 | 2,171,684 | 155,120 |

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| 2013 | 14 | 2,171,684 | 155,120 |
| 2014 | 14 | 3,251,667 | 232,262 |
| 2015 | 14 | 2,634,328 | 188,166 |
| 2016 | 14 | 2,626,437 | 187,603 |