Country Report - Directors ZAR

CEO Remuneration - ZAR:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2010	1	270,064	710,364	270,064	710,364
2011	1	310,388	727,978	310,388	727,978
2012	1	327,815	773,134	327,815	773,134
2013	1	308,005	875,508	308,005	875,508
2014	1	304,112	845,737	304,112	845,737
2015	1	298,082	1,270,594	298,082	1,270,594
2016	1	221,325	546,372	221,325	546,372
2017	1	291,884	369,066	291,884	369,066
2018	2	397,789	1,071,429	198,895	535,714
2019	1	351,159	824,493	351,159	824,493

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2010	5	869,171	2,033,495	173,834	406,699
2011	4	972,299	1,928,116	243,075	482,029
2012	4	1,040,027	2,254,681	260,007	563,670
2013	4	996,057	2,330,108	249,014	582,527
2014	5	973,922	2,335,707	194,784	467,141
2015	5	1,104,658	3,604,932	220,932	720,986
2016	5	1,039,180	2,182,397	207,836	436,479
2017	5	1,317,458	2,158,499	263,492	431,700
2018	6	1,504,592	3,023,299	250,765	503,883
2019	2	583,696	1,234,710	291,848	617,355

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2010	7	371,864	53,123
2011	8	187,396	23,425
2012	9	154,953	17,217
2013	8	173,955	21,744
2014	8	194,864	24,358
2015	8	214,338	26,792
2016	8	212,240	26,530

2016	8	212,240	26,530
2017	10	321,057	32,106
2018	14	503,146	35,939
2019	10	359,420	35,942