Country Report - Directors ZAR

CEO Remuneration - ZAR:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	1	543,168	1,532,769	543,168	1,532,769
2009	1	533,326	1,255,418	533,326	1,255,418
2010	1	650,871	1,876,998	650,871	1,876,998
2011	2	1,948,884	2,421,648	974,442	1,210,824
2012	2	1,864,397	2,525,186	932,198	1,262,593
2013	1	463,750	552,083	463,750	552,083
2014	1	411,080	411,080	411,080	411,080
2015	2	623,746	1,408,699	311,873	704,350
2016	1	565,552	1,401,163	565,552	1,401,163
2017	1	616,801	1,365,224	616,801	1,365,224
2018	1	618,750	1,397,222	618,750	1,397,222
2019	1	650,336	1,357,841	650,336	1,357,841

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	3	1,013,422	2,524,667	337,807	841,556
2009	3	1,012,818	2,091,820	337,606	697,273
2010	4	1,587,642	3,966,441	396,911	991,610
2011	7	4,743,977	7,190,425	677,711	1,027,204
2012	8	4,514,433	7,039,807	564,304	879,976
2013	4	1,347,917	2,398,646	336,979	599,661
2014	4	1,249,584	2,636,288	312,396	659,072
2015	5	1,376,567	2,917,790	275,313	583,558
2016	5	1,561,337	3,607,049	312,267	721,410
2017	4	1,486,060	2,986,574	371,515	746,643
2018	3	1,265,694	2,699,028	421,898	899,676
2019	4	1,473,425	3,024,738	368,356	756,185

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	16	974,607	60,913
2009	14	1,053,018	75,216
2010	14	1,263,575	90,255

2010	14	1,263,575	90,255
2011	23	2,767,108	120,309
2012	22	2,656,799	120,764
2013	16	1,294,604	80,913
2014	14	1,275,531	91,109
2015	15	1,178,056	78,537
2016	14	1,409,302	100,664
2017	14	1,502,546	107,325
2018	11	1,076,250	107,625
2019	12	1,510,290	125,858