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	634,752	2,642,553	634,752	2,642,553
2008	2	1,046,070	2,961,790	523,035	1,480,895
2009	2	1,123,281	1,952,226	561,641	976,113
2010	3	1,654,184	2,565,462	551,395	855,154
2011	2	1,502,909	2,527,147	751,454	1,263,573
2012	2	1,429,390	3,025,488	714,695	1,512,744
2013	5	3,494,896	6,819,167	698,979	1,363,833
2014	5	3,425,855	6,404,043	685,171	1,280,809
2015	4	3,131,561	6,290,486	782,890	1,572,621
2016	4	3,168,439	7,762,924	792,110	1,940,731
2017	3	2,541,131	4,622,171	847,044	1,540,724
2018	6	3,527,575	6,819,627	587,929	1,136,604
2019	6	4,189,429	7,791,615	698,238	1,298,602

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	3	1,322,007	3,669,287	440,669	1,223,096
2009	6	2,045,211	4,285,248	340,868	714,208
2010	6	2,910,125	4,798,646	485,021	799,774
2011	5	2,904,017	5,118,421	580,803	1,023,684
2012	5	2,732,317	6,237,805	546,463	1,247,561
2013	11	6,432,604	11,749,687	584,782	1,068,153
2014	8	4,567,776	9,198,134	570,972	1,149,767
2015	8	4,244,150	9,413,945	530,519	1,176,743
2016	8	4,114,515	10,967,212	514,314	1,370,902
2017	7	4,181,850	9,105,737	597,407	1,300,820
2018	13	5,971,990	14,796,285	459,384	1,138,176
2019	12	6,184,163	13,176,134	515,347	1,098,011

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	18	2,046,525	113,696

2008	34	3,476,058	102,237
2009	34	3,213,820	94,524
2010	34	4,155,408	122,218
2011	31	3,884,765	125,315
2012	30	3,700,000	123,333
2013	39	5,434,323	139,342
2014	40	5,905,685	147,642
2015	38	5,455,875	143,576
2016	38	5,613,591	147,726
2017	44	6,684,440	151,919
2018	42	6,783,641	161,515
2019	36	6,711,717	186,437