Country Report - Directors ZAR

CEO Remuneration - ZAR:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	2	1,831,073	3,146,448	915,537	1,573,224
2009	2	1,614,031	2,953,647	807,015	1,476,823
2010	2	1,877,141	3,928,645	938,570	1,964,323
2011	2	1,954,858	3,987,710	977,429	1,993,855
2012	2	1,974,238	4,134,303	987,119	2,067,152
2013	2	1,957,462	4,633,293	978,731	2,316,647
2014	2	1,992,731	5,494,466	996,366	2,747,233
2015	3	2,020,925	5,104,532	673,642	1,701,511
2016	2	1,605,732	4,054,959	802,866	2,027,479
2017	2	996,574	2,405,098	498,287	1,202,549
2018	2	1,743,731	4,436,327	871,865	2,218,163
2019	2	1,747,666	3,399,950	873,833	1,699,975

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	5	3,499,162	5,545,239	699,832	1,109,048
2009	5	3,661,342	6,384,557	732,268	1,276,911
2010	5	4,187,569	8,102,564	837,514	1,620,513
2011	5	4,380,428	8,560,800	876,086	1,712,160
2012	6	4,899,019	9,891,977	816,503	1,648,663
2013	4	3,895,683	11,622,897	973,921	2,905,724
2014	5	4,490,043	11,805,237	898,009	2,361,047
2015	6	4,317,412	10,594,779	719,569	1,765,797
2016	5	3,646,029	8,759,880	729,206	1,751,976
2017	6	2,977,476	9,967,850	595,495	1,993,570
2018	4	2,912,848	7,263,001	728,212	1,815,750
2019	4	2,932,112	5,641,934	733,028	1,410,483

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	15	1,489,719	99,315
2009	15	1,363,601	90,907
2010	15	1,645,682	109,712

2010	15	1,645,682	109,712
2011	15	1,647,315	109,821
2012	15	1,707,029	113,802
2013	15	1,719,137	114,609
2014	15	1,833,675	122,245
2015	16	1,644,732	102,796
2016	15	1,450,038	96,669
2017	15	1,954,421	130,295
2018	16	1,605,389	100,337
2019	17	1,538,601	90,506