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	457,920	671,947	457,920	671,947
2009	1	488,115	938,942	488,115	938,942
2010	1	629,609	1,291,359	629,609	1,291,359
2011	1	702,149	1,394,986	702,149	1,394,986
2012	1	672,516	1,382,710	672,516	1,382,710
2013	1	659,318	1,368,750	659,318	1,368,750
2014	2	516,586	1,441,369	258,293	720,685
2015	1	0	0	0	0
2016	1	0	0	0	0
2017	1	122,418	122,418	122,418	122,418
2018	1	1,402,893	2,665,519	1,402,893	2,665,519
2019	3	1,454,713	2,864,928	484,904	954,976

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	8	2,841,717	5,196,735	355,215	649,592
2009	7	2,645,887	5,266,022	377,984	752,289
2010	7	3,565,883	8,156,393	509,412	1,165,199
2011	7	3,856,734	9,007,020	550,962	1,286,717
2012	7	3,728,516	9,694,968	532,645	1,384,995
2013	7	3,316,364	8,685,341	473,766	1,240,763
2014	9	3,274,446	8,127,869	363,827	903,097
2015	8	2,430,769	5,261,538	303,846	657,692
2016	7	1,476,678	3,261,424	210,954	465,918
2017	6	2,279,725	4,889,365	379,954	814,894
2018	5	3,507,270	7,707,912	701,454	1,541,582
2019	3	1,454,713	2,864,928	484,904	954,976

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	15	623,216	41,548
2009	9	413,540	45,949
2010	10	547,655	54,766

2010	10	547,655	54,766
2011	10	706,734	70,673
2012	10	659,742	65,974
2013	11	668,068	60,733
2014	12	692,960	57,747
2015	13	632,605	48,662
2016	12	559,119	46,593
2017	10	727,621	72,762
2018	11	730,716	66,429
2019	8	140,626,138	17,578,267