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	305,320	721,765	305,320	721,765
2009	1	343,743	478,909	343,743	478,909
2010	1	429,804	677,891	429,804	677,891
2011	1	546,418	668,625	546,418	668,625
2012	1	542,839	678,581	542,839	678,581
2013	1	492,841	686,932	492,841	686,932
2014	2	410,415	811,090	205,207	405,545
2015	1	380,332	452,622	380,332	452,622
2016	1	341,695	723,525	341,695	723,525
2017	1	459,648	489,127	459,648	489,127
2019	1	222,496	815,910	222,496	815,910

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	5	1,372,310	3,285,973	274,462	657,195
2009	4	1,580,401	2,717,898	395,100	679,474
2010	5	2,063,726	4,166,412	412,745	833,282
2011	5	2,376,791	3,244,842	475,358	648,968
2012	5	2,459,742	3,280,129	491,948	656,026
2013	6	2,596,154	3,884,728	432,692	647,455
2014	4	1,806,761	2,758,846	451,690	689,712
2015	5	2,944,685	3,483,198	588,937	696,640
2016	4	1,227,315	2,671,301	306,829	667,825
2017	3	1,036,753	1,221,440	345,584	407,147
2018	4	51,436,654	102,475,166	12,859,163	25,618,791
2019	4	1,092,285	2,767,372	273,071	691,843

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	8	211,245	26,406
2009	5	308,669	61,734
2010	7	576,736	82,391
2011	9	713,324	79,258

2011	9	713,324	79,258
2012	8	741,548	92,694
2013	9	745,227	82,803
2014	11	649,662	59,060
2015	10	717,395	71,740
2016	10	584,339	58,434
2017	9	604,594	67,177
2018	8	523,799	65,475
2019	4	391,867	97,967