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	655,461	874,468	655,461	874,468
2008	2	903,386	903,386	451,693	451,693
2009	1	577,954	577,954	577,954	577,954
2010	1	466,000	644,450	466,000	644,450
2011	3	2,910,724	25,051,671	970,241	8,350,557
2012	3	3,030,463	5,325,566	1,010,154	1,775,189
2013	1	588,235	770,706	588,235	770,706
2014	1	785,248	1,330,594	785,248	1,330,594
2015	1	271,248	274,231	271,248	274,231
2016	2	541,276	1,118,466	270,638	559,233
2017	2	737,649	1,066,295	368,824	533,147
2018	2	265,691	265,974	132,846	132,987
2019	1	114,617	114,895	114,617	114,895

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	2	943,546	1,283,972	471,773	641,986
2008	3	1,239,661	1,298,549	413,220	432,850
2009	2	830,576	830,576	415,288	415,288
2010	3	754,765	979,722	251,588	326,574
2011	5	4,257,717	27,713,340	851,543	5,542,668
2012	5	4,343,636	7,348,253	868,727	1,469,651
2013	2	1,050,588	1,415,176	525,294	707,588
2014	3	1,152,574	2,027,624	384,191	675,875
2015	2	611,754	617,812	305,877	308,906
2016	5	882,010	1,975,289	176,402	395,058
2017	3	1,097,545	1,604,836	365,848	534,945
2018	4	676,491	1,054,637	169,123	263,659
2019	3	621,533	995,621	207,178	331,874

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	13	666,525	51,271

2008	13	792,987	60,999
2009	17	714,752	42,044
2010	10	685,644	68,564
2011	26	1,871,448	71,979
2012	36	1,762,017	48,945
2013	12	1,226,178	102,182
2014	12	700,693	58,391
2015	21	873,781	41,609
2016	12	451,799	37,650
2017	11	477,679	43,425
2018	24	425,926	17,747
2019	18	476,611	26,478