Country Report - Directors ZAR

CEO Remuneration - ZAR:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	2	434,752	1,431,773	217,376	715,887
2008	1	327,086	674,607	327,086	674,607
2009	2	410,976	1,822,769	205,488	911,384
2010	2	544,038	2,917,490	272,019	1,458,745
2011	3	1,916,361	4,556,855	638,787	1,518,952
2012	3	1,945,437	4,285,683	648,479	1,428,561
2013	2	678,523	1,689,318	339,261	844,659
2014	2	596,625	1,768,852	298,312	884,426
2015	3	727,010	2,106,556	242,337	702,185
2016	2	452,475	1,146,237	226,237	573,119
2017	3	438,438	1,238,438	146,146	412,813
2018	3	479,741	1,103,828	159,914	367,943
2019	1	144,794	524,132	144,794	524,132

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	3	633,475	2,227,943	211,158	742,648
2008	3	550,786	1,886,457	183,595	628,819
2009	6	931,834	4,923,561	155,306	820,593
2010	6	1,212,328	7,373,313	202,055	1,228,885
2011	9	4,374,403	12,291,217	486,045	1,365,691
2012	15	7,190,434	14,762,412	479,362	984,161
2013	11	4,492,909	8,543,041	408,446	776,640
2014	6	1,266,249	3,688,910	211,041	614,818
2015	6	1,242,483	3,815,210	207,080	635,868
2016	5	875,797	2,758,780	175,159	551,756
2017	7	1,197,146	3,629,457	171,021	518,494
2018	6	982,050	2,673,544	163,675	445,591
2019	3	361,060	1,372,698	120,353	457,566

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	5	128,085	25,617

2008	12	318,622	26,552
2009	11	439,292	39,936
2010	13	673,995	51,846
2011	18	1,870,215	103,901
2012	28	2,392,334	85,440
2013	19	1,041,330	54,807
2014	17	644,472	37,910
2015	12	695,717	57,976
2016	14	652,000	46,571
2017	15	873,201	58,213
2018	15	756,517	50,434
2019	5	232,423	46,485