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	1,419,949	2,263,739	1,419,949	2,263,739
2009	1	1,171,243	1,963,202	1,171,243	1,963,202
2010	1	1,261,167	2,547,123	1,261,167	2,547,123
2011	1	1,283,368	2,479,830	1,283,368	2,479,830
2012	1	1,298,883	2,622,174	1,298,883	2,622,174
2013	1	1,320,076	3,225,339	1,320,076	3,225,339
2014	1	1,432,076	4,238,825	1,432,076	4,238,825
2015	2	1,469,963	3,878,570	734,982	1,939,285
2016	1	1,173,054	3,047,298	1,173,054	3,047,298
2017	1	474,157	1,363,323	474,157	1,363,323
2018	1	1,238,205	3,450,736	1,238,205	3,450,736
2019	1	1,227,778	2,593,967	1,227,778	2,593,967

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	3	2,749,464	3,937,016	916,488	1,312,339
2009	3	2,851,391	4,571,809	950,464	1,523,936
2010	3	3,063,178	5,578,701	1,021,059	1,859,567
2011	3	3,154,497	5,809,081	1,051,499	1,936,360
2012	3	3,116,391	5,962,755	1,038,797	1,987,585
2013	3	3,258,296	10,214,943	1,086,099	3,404,981
2014	3	3,466,899	9,511,602	1,155,633	3,170,534
2015	4	3,312,254	8,362,961	828,064	2,090,740
2016	3	2,856,808	6,939,880	952,269	2,313,293
2017	4	2,024,530	8,064,636	674,843	2,688,212
2018	2	1,991,331	5,462,847	995,666	2,731,423
2019	2	1,983,662	4,169,010	991,831	2,084,505

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	5	1,223,697	244,739
2009	6	1,087,092	181,182
2010	6	1,273,204	212,201

2010	6	1,273,204	212,201
2011	6	1,227,831	204,639
2012	6	1,302,642	217,107
2013	7	1,333,341	190,477
2014	6	1,468,101	244,683
2015	6	1,289,400	214,900
2016	6	1,163,462	193,910
2017	7	1,578,063	225,438
2018	7	1,273,198	181,885
2019	7	1,222,999	174,714