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	324,782	1,372,853	324,782	1,372,853
2009	1	335,284	1,401,282	335,284	1,401,282
2010	1	449,459	1,836,870	449,459	1,836,870
2011	1	428,725	1,635,871	428,725	1,635,871
2012	1	377,635	434,686	377,635	434,686
2013	1	322,854	1,509,516	322,854	1,509,516
2014	3	315,264	1,494,546	105,088	498,182
2015	1	344,415	393,242	344,415	393,242
2016	1	353,380	575,901	353,380	575,901
2017	2	355,410	399,486	177,705	199,743

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	1	324,782	1,372,853	324,782	1,372,853
2009	2	432,767	1,671,576	216,383	835,788
2010	3	1,056,864	2,865,705	352,288	955,235
2011	3	1,049,250	2,763,910	349,750	921,303
2012	3	972,634	1,309,610	324,211	436,537
2013	4	630,297	2,076,593	157,574	519,148
2014	5	410,477	1,604,555	82,095	320,911
2015	3	592,651	671,761	197,550	223,920
2016	3	931,015	1,190,266	310,338	396,755
2017	3	563,129	656,273	187,710	218,758

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	7	263,180	37,597
2009	8	301,154	37,644
2010	7	413,654	59,093
2011	5	347,161	69,432
2012	8	396,057	49,507
2013	8	461,927	57,741
2014	9	430,702	47,856

2014	9	430,702	47,856
2015	7	273,041	39,006
2016	8	344,215	43,027
2017	8	437,083	54,635