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	1,478,336	3,727,377	1,478,336	3,727,377
2009	1	2,102,321	4,805,012	2,102,321	4,805,012
2010	2	2,311,846	5,705,166	1,155,923	2,852,583
2011	1	2,114,814	5,397,896	2,114,814	5,397,896
2012	1	2,201,000	3,190,744	2,201,000	3,190,744
2013	2	2,148,000	5,314,000	1,074,000	2,657,000
2014	1	1,700,000	3,785,000	1,700,000	3,785,000
2015	1	1,700,000	3,426,000	1,700,000	3,426,000
2016	1	1,700,000	3,115,000	1,700,000	3,115,000
2017	1	1,700,000	4,137,000	1,700,000	4,137,000
2018	1	1,700,000	4,212,000	1,700,000	4,212,000
2019	1	1,700,000	3,868,000	1,700,000	3,868,000

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	1	1,478,336	3,727,377	1,478,336	3,727,377
2009	1	2,102,321	4,805,012	2,102,321	4,805,012
2010	2	2,311,846	5,705,166	1,155,923	2,852,583
2011	1	2,114,814	5,397,896	2,114,814	5,397,896
2012	1	2,201,000	3,190,744	2,201,000	3,190,744
2013	2	2,148,000	5,314,000	1,074,000	2,657,000
2014	1	1,700,000	3,785,000	1,700,000	3,785,000
2015	2	2,700,000	6,755,000	1,350,000	3,377,500
2016	2	2,700,000	5,133,000	1,350,000	2,566,500
2017	2	2,700,000	6,681,000	1,350,000	3,340,500
2018	2	2,700,000	6,747,000	1,350,000	3,373,500
2019	2	2,700,000	6,240,000	1,350,000	3,120,000

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	9	2,335,236	259,471
2009	11	3,791,103	344,646
2010	13	5,891,424	453,187

2010	13	5,891,434	453,187
2011	12	3,541,432	295,119
2012	12	4,259,484	354,957
2013	12	4,665,000	388,750
2014	13	4,695,000	361,154
2015	11	3,132,000	284,727
2016	12	3,608,000	300,667
2017	12	2,676,000	223,000
2018	11	2,923,000	265,727
2019	11	2,518,000	228,909