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	411,125	882,709	411,125	882,709
2009	1	442,787	990,445	442,787	990,445
2010	1	615,973	1,381,522	615,973	1,381,522
2011	1	671,490	1,507,880	671,490	1,507,880
2012	1	675,355	1,512,129	675,355	1,512,129
2013	1	637,386	1,407,955	637,386	1,407,955
2014	1	560,656	1,255,641	560,656	1,255,641
2015	1	550,962	1,225,962	550,962	1,225,962
2016	1	432,678	1,007,661	432,678	1,007,661
2017	1	522,418	1,041,775	522,418	1,041,775
2018	1	505,526	985,590	505,526	985,590
2019	1	519,888	805,983	519,888	805,983

Executive Director Remuneration - ZAR:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	2	749,698	1,608,222	374,849	804,111
2009	2	809,951	1,812,748	404,976	906,374
2010	2	1,124,391	2,523,863	562,196	1,261,931
2011	2	1,225,931	2,751,719	612,966	1,375,860
2012	3	1,782,628	3,929,221	594,209	1,309,740
2013	1	637,386	1,407,955	637,386	1,407,955
2014	2	1,023,144	2,293,635	511,572	1,146,818
2015	2	1,005,157	2,231,818	502,579	1,115,909
2016	2	789,220	1,820,000	394,610	910,000
2017	2	952,946	1,903,213	476,473	951,607
2018	2	921,517	1,800,154	460,758	900,077
2019	2	948,449	1,472,924	474,225	736,462

Non-Executive Director Remuneration - ZAR:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	10	266,022	26,602
2009	9	276,509	30,723
2010	9	372,478	41,386

2010	9	372,478	41,386
2011	9	419,484	46,609
2012	9	404,387	44,932
2013	8	385,795	48,224
2014	9	365,574	40,619
2015	10	355,332	35,533
2016	9	286,576	31,842
2017	8	376,358	47,045
2018	9	332,191	36,910
2019	10	315,602	31,560