

Company	F2015			F2016			Exchange rate used (Rand equivalent to USD, GBP or EUR)
	Chair	CEO1	CEO2	Chair	CEO1	CEO2	
<b>CASH REMUNERATION ONLY</b>							
<i>Ratio of cash remuneration to R60 000 p.a. notional minimum salary</i>							
African Rainbow Minerals Limited	138,7	113,3	-	142,7	182,0	-	
BHP Billiton Plc	281,9	1 069,1	-	246,4	495,8	-	14,0
Clover Industries Limited	18,5	247,4	-	19,9	235,5	-	
Compagnie Fin Richemont SA	1 041,8	1 886,3	2 033,5	1 498,6	1 601,4	1 703,5	14,0
FirstRand Limited	78,3	333,1	-	88,1	379,7	-	
Growthpoint Properties Limited	31,5	456,8	-	36,1	530,9	-	
Hudaco Industries Limited	14,0	184,7	-	15,0	142,9	-	
Impala Platinum Holdings Limited	30,3	124,7	-	30,3	124,9	-	
Life Healthcare Group Holdings Limited	14,8	129,9	-	16,6	152,9	-	
Mondi Limited/plc	88,4	772,4	-	79,3	616,4	-	14,0
Mr Price Group Limited	18,6	254,5	-	20,8	254,5	-	
Nampak Limited	26,3	215,0	-	27,8	154,4	-	
Naspers Limited - N	96,2	384,5	-	116,7	390,4	-	
Novus Holdings Limited	26,2	105,3	-	26,0	111,1	-	
Old Mutual plc	113,9	762,7	667,3	112,5	702,7	-	17,0
Redefine Properties Limited	118,2	106,5	-	143,3	116,2	-	
Remgro Limited	0,0	193,8	-	0,0	207,4	-	
RMB Holdings Limited	5,5	48,2	-	4,9	48,2	-	
SA Corporate Real Estate Fund	7,5	83,0	-	7,4	93,6	-	
Sanlam Limited	39,8	255,4	-	42,5	321,3	-	
Santam Limited	14,1	178,8	-	14,9	178,6	-	
Sasol Limited	81,7	783,5	-	81,7	700,6	-	
Shoprite Holdings Limited	7,2	834,9	-	7,7	1 668,3	-	
South32 Limited	0,0	202,1	-	0,0	499,1	-	10,5
Spur Corporation Limited	72,1	92,3	-	77,2	98,5	-	
Standard Bank Group Limited	98,5	315,6	319,0	108,6	319,9	321,3	
Woolworths Holdings Limited	41,2	536,5	-	31,2	526,4	-	

Company	F2015			F2016	
	Chair	CEO1	CEO2	Chair	CEO1
Sasol Limited					
Mondi Limited					
Mondi Plc					
African Rainbow Minerals Limited					
BHP Billiton Plc					
South32 Ltd					
Impala Platinum Holdings Limited					
Nampak Limited					
Remgro Limited					
Hudaco Industries Limited					
Novus Holdings Ltd					
Clover Industries Limited					
Compagnie Fin Richemont SA					
Shoprite Holdings Limited					
Mr Price Group Limited					
Woolworths Holdings Limited					
Naspers Limited - N					
Spur Corporation Limited					
Firststrand Limited					
RMB holdings Limited					
Standard Bank Group Limited					
Santam Limited					
Old Mutual					
Sanlam Limited					
Growthpoint Properties Limited					
Redefine Properties Limited					
SA Corporate Real Estate Fund					
Life Healthcare Group Holdings					

