

The proposed fee structure payable to non-executive directors for the year ending 30 June 2019 is presented in the table below. Also see Special Resolution Number 1 in the Notice to Shareholders on page 131.

Type of fee (Rand)	Current fee for the year ended 30 June 2018	Proposed fee for the year ending 30 June 2019	% Change
Board member	345 000	367 500	6.5
Chairman of the Audit and Risk Committee	260 000	280 000	7.7
Member of the Audit and Risk Committee	130 000	138 500	6.5
Member of the Remuneration and Nomination Committee	57 500	61 500	7.0
Chairman of the Social and Ethics Committee	100 000	112 500	12.5
Member of the Social and Ethics Committee	57 500	61 500	7.0
Meeting fee for <i>ad hoc</i> Committees (i.e. Investment- & Treasury Committee)	24 000	24 000	–

Fees are exclusive of VAT.

SHAREHOLDER ENGAGEMENT AND NON-BINDING ADVISORY VOTE

The Remuneration Policy and Remuneration Implementation Report are respectively tabled for separate non-binding advisory votes by the shareholders at each AGM.

The committee will engage with shareholders in the event of a 25% or more dissenting vote on either or both the Remuneration Policy or Remuneration Implementation Report. In that event, the Company will, in its voting results announcement provide for (1) an invitation to dissenting shareholders to engage with the Company, and (2) the manner and timing of such engagement. In this regard the Company intends to (1) invite the dissenting shareholders to provide the Company with their written submissions as to why they voted against the Remuneration Policy or Remuneration Implementation Report, (2) to address the legitimate and reasonable objections of dissenting shareholders, and (3) report back to the dissenting shareholders. If appropriate and practical, the Company may engage with dissenting shareholders either individually or collectively at meetings called for that purpose. Other methods of shareholder engagement may include conference calls, emails and investor roadshows.

REMUNERATION IMPLEMENTATION REPORT

The Remuneration Implementation Report provides details on how Remgro implemented its Remuneration Policy during the 2018 financial year. (The information on pages 96 to 102 was audited). This Remuneration Implementation Report will be put to a non-binding advisory vote by shareholders at the next AGM on 29 November 2018.

FIXED REMUNERATION REVIEW

During the year under review, the executive directors and other members of the Management Board received an average salary increase of 6.8% (2017: 7.5%), compared to an average salary increase awarded to general staff of 7.3% (2017: 7.5%). Specifically the executive directors and other members of the Management Board (prescribed officers) received the following increases:

R'000	Salary for the year ended		% Change
	30 June 2018	30 June 2019	
J J Durand	13 323	14 318	7.5
M Lubbe	2 587	3 022	16.8
N J Williams	5 446	5 849	7.4
P R Louw ⁽¹⁾	3 459	3 685	6.5
R S M Ndlovu ^(1, 2)	2 501	3 225	28.9
P J Uys ⁽¹⁾	6 947	7 364	6.0

⁽¹⁾ Prescribed officers

⁽²⁾ Mr R S M Ndlovu was appointed as a member of the Management Board with effect from 1 May 2018.

⁽³⁾ Increases in remuneration in excess of 10% include adjustments due to promotions and or adjustments following a review of the responsibilities of exiting roles.

SHORT-TERM INCENTIVES OUTCOME

Remgro's Remuneration Policy does not provide for any short-term incentives, therefore no outcomes are reported in terms of this.

LONG-TERM INCENTIVES OUTCOME

Awards historically granted under the SAR Scheme did not have performance conditions attached. Based on the methodology set out in King IV, the awards therefore included in the single figure of remuneration are those which vest and become exercisable in the 12 months after year-end. The share price at year-end used to calculate the value in the table below is R204.29.

Participant	Offer date	Offer price (Rand)	Adjusted offer price (Rand)	Number of SARs vesting in 12 months after year-end for single-figure table	Value of shares ⁽²⁾ (R'000)	Value of shares included in single-figure table (R'000)
J J Durand	04-Dec-13	191.70	185.07	31 042	596	596
	26-Nov-14	253.53	245.53	36 156	(1 492)	–
	24-Nov-15	272.00	262.77	64 226	(3 756)	–
	Total LTI vesting					596
M Lubbe	04-Dec-13	191.70	185.07	2 481	47	47
	26-Nov-14	253.53	245.53	1 337	(56)	–
	24-Nov-15	272.00	262.77	2 680	(157)	–
	Total LTI vesting					47
N J Williams	04-Dec-13	191.70	185.07	7 407	142	142
	26-Nov-14	253.53	245.53	5 476	(226)	–
	24-Nov-15	272.00	262.77	9 164	(536)	–
	Total LTI vesting					142
P R Louw	04-Dec-13	191.70	185.07	4 314	82	82
	26-Nov-14	253.53	245.53	1 984	(82)	–
	24-Nov-15	272.00	262.77	3 167	(186)	–
	Total LTI vesting					82
R S M Ndlovu ⁽¹⁾	04-Dec-13	191.70	185.07	375	7	7
	26-Nov-14	253.53	245.53	360	(15)	–
	24-Nov-15	272.00	262.77	3 567	(209)	–
	Total LTI vesting					7
P J Uys	04-Dec-13	191.70	185.07	1 108	21	21
	26-Nov-14	253.53	245.53	4 924	(204)	–
	24-Nov-15	272.00	262.77	3 845	(225)	–
	Total LTI vesting					21

⁽¹⁾ Mr R S M Ndlovu was appointed as a member of the Management Board with effect from 1 May 2018.

⁽²⁾ Negative amounts indicate the extent to which awards are "under water". Negative amounts are not reported as negative amounts in the single-figure remuneration table on the next page.

TOTAL REMUNERATION (SINGLE FIGURE)

The tables below provide information on the single figure remuneration for executive directors and prescribed officers, which comprises a fixed annual amount, as well as the value of the shares vesting 12 months after year-end.

EXECUTIVE DIRECTORS

R'000	Fees	Salaries	Retirement fund	Other benefits ⁽⁴⁾	Fixed remuneration	LTI ⁽⁵⁾	Total
30 June 2018							
W E Bührmann ⁽¹⁾	288	2 286	587	278	3 439	–	3 439
J J Durand ⁽²⁾	345	10 482	2 147	349	13 323	596	13 919
M Lubbe ⁽³⁾	345	1 512	369	361	2 587	47	2 634
N J Williams	345	3 899	842	360	5 446	142	5 588
Total	1 323	18 179	3 945	1 348	24 795	785	25 580
30 June 2017							
W E Bührmann	321	3 000	659	314	4 294	3 194	7 488
J J Durand	321	10 506	2 147	344	13 318	7 338	20 656
M Lubbe	241	1 179	263	272	1 955	402	2 357
N J Williams	321	3 417	741	339	4 818	2 159	6 977
Total	1 204	18 102	3 810	1 269	24 385	13 093	37 478

⁽¹⁾ Mr W E Bührmann retired on 30 April 2018.

⁽²⁾ The Remuneration Committee approved a 7% increase for Mr J J Durand but he declined the increase and requested that the equivalent increase amount should be included in the Remgro CSI budget for local CSI initiatives. The decrease in salary relates to the increase in fees that is embedded in salary and the increase in other benefits relates to the increase in medical aid contributions.

⁽³⁾ Mrs M Lubbe was appointed as executive director with effect from 20 September 2016.

⁽⁴⁾ Benefits include medical scheme contributions and vehicle benefits.

⁽⁵⁾ LTI includes SARs which vest and become exercisable in the 12 months following the end of the reporting period.

PRESCRIBED OFFICERS

R'000	Salaries	Retirement fund	Other benefits ⁽²⁾	Fixed remuneration	LTI ⁽³⁾	Total
30 June 2018						
P R Louw	2 585	513	361	3 459	82	3 541
R S M Ndlovu ⁽¹⁾	337	73	60	470	7	477
P J Uys	5 496	1 090	361	6 947	21	6 968
Total	8 418	1 676	782	10 876	110	10 986
30 June 2017						
P R Louw	2 399	476	339	3 214	661	3 875
P J Uys	5 144	1 020	339	6 503	2 667	9 170
Total	7 543	1 496	678	9 717	3 328	13 045

⁽¹⁾ Mr R S M Ndlovu was appointed on 1 May 2018.

⁽²⁾ Benefits include medical scheme contributions and vehicle benefits.

⁽³⁾ LTI includes SARs which vest and become exercisable in the 12 months following the end of the reporting period.

⁽⁴⁾ All three prescribed officers are members of the Management Board. Messrs P R Louw and P J Uys are also members of the Social and Ethics Committee.

LONG-TERM INCENTIVES SUMMARY

The tables below provide information on a director and prescribed officer basis of SARs granted and accepted during the year and the indicative value of SARs not yet exercised (outstanding SARs). It also illustrates the cash value of SARs exercised during the year.

DIRECTORS

Participant	Offer date ⁽²⁾	Offer price ⁽³⁾ (Rand)	Number of SARs offered and accepted	Fair value of SARs on offer date (R'000)	Balance of SARs accepted as at 30 June 2017	Adjusted offer price (Rand)	SARs accepted/ (exercised) during the year	Share price on exercise date (Rand)	Cash value of SARs exercised during the year ⁽⁴⁾ (R'000)	Balance of SARs accepted as at 30 June 2018	Fair value of SARs as at 30 June 2018 ⁽⁵⁾ (R'000)
Executive											
W E Bührmann ⁽¹⁾	29-Nov-12	147.25	98 817	3 921	98 817	142.04				98 817	6 540
	4-Dec-13	191.70	25 485	1 386	25 485	185.07				25 485	1 075
	26-Nov-14	253.53	8 958	615	8 958	245.53				8 958	275
	24-Nov-15	272.00	26 470	2 142	26 470	262.77				26 470	864
	1-Dec-16	209.11	82 971	5 804	82 971	209.11				82 971	4 527
J J Durand	29-Nov-10	108.69	235 895	7 868	157 262	92.83	(157 262)	209.29	18 315	–	–
	29-Nov-12	147.25	271 258	10 763	271 258	142.04				271 258	17 954
	4-Dec-13	191.70	93 128	5 064	93 128	185.07				93 128	3 927
	26-Nov-14	253.53	108 468	7 442	108 468	245.53				108 468	3 329
	24-Nov-15	272.00	192 676	15 591	192 676	262.77				192 676	6 291
	1-Dec-16	209.11	150 872	10 554	150 872	209.11				150 872	8 231
	14-Dec-17	206.35	132 309	9 705	–	206.35	132 309			132 309	8 140
M Lubbe	29-Nov-12	147.25	13 961	554	13 961	142.04				13 961	924
	4-Dec-13	191.70	7 444	405	7 444	185.07				7 444	314
	26-Nov-14	253.53	4 011	275	4 011	245.53				4 011	123
	24-Nov-15	272.00	8 036	650	8 036	262.77				8 036	262
	1-Dec-16	209.11	65 632	4 591	65 632	209.11				65 632	3 581
	14-Dec-17	206.35	15 481	1 136	–	206.35	15 481			15 481	952
N J Williams	29-Nov-10	108.69	38 652	1 289	19 768	92.83	(19 768)	210.75	2 331	–	–
	29-Nov-12	147.25	81 901	3 250	81 901	142.04				81 901	5 421
	4-Dec-13	191.70	22 221	1 208	22 221	185.07				22 221	937
	26-Nov-14	253.53	16 430	1 127	16 430	245.53				16 430	504
	24-Nov-15	272.00	27 492	2 225	27 492	262.77				27 492	898
	1-Dec-16	209.11	98 716	6 905	98 716	209.11				98 716	5 386
	14-Dec-17	206.35	55 677	4 084	–	206.35	55 677			55 677	3 425
Total					1 581 977		26 437		20 646	1 608 414	83 880

⁽¹⁾ Mr W E Bührmann retired on 30 April 2018. In terms of the rules of the SAR Scheme, participants going into retirement are entitled to exercise all their SARs granted to them at any time within 12 months after the date of retirement or before the expiry of the SAR period (being seven years from the grant date), whichever is the earlier.

⁽²⁾ Unless otherwise indicated, one-third of the SARs are exercisable after the third anniversary of the grant date, an additional third after the fourth anniversary of the grant date and the remainder after the fifth anniversary of the grant date. All SARs must be exercised within seven years after the grant date, upon which date unexercised SARs lapse.

⁽³⁾ Offer price is equal to face value on grant date.

⁽⁴⁾ This refers to the increase in value of the SAR Scheme shares of the indicated participants from the offer date to the date of payment and delivery.

⁽⁵⁾ Fair value was calculated using the standard binomial pricing model.

Participant	Offer date ⁽⁴⁾	Offer price ⁽⁵⁾ (Rand)	Number of SARs offered and accepted	Fair value of SARs on offer date (R'000)	Balance of SARs accepted as at 30 June 2016	Adjusted offer price ⁽⁶⁾ (Rand)	SARs accepted/ (exercised) during the year	Share price on exercise date (Rand)	Cash value of SARs exercised during the year ⁽⁷⁾ (R'000)	Balance of SARs accepted as at 30 June 2017	Fair value of SARs as at 30 June 2017 ⁽⁸⁾ (R'000)
Executive											
W E Bührmann	29-Nov-10	108.69	23 548	785	23 548	92.83	(23 548)	220.40	3 004	–	–
	29-Nov-12	147.25	98 817	3 921	98 817	142.04				98 817	7 719
	4-Dec-13	191.70	25 485	1 386	25 485	185.07				25 485	1 470
	26-Nov-14	253.53	8 958	615	8 958	245.53				8 958	366
	24-Nov-15	272.00	26 470	2 142	26 470	262.77				26 470	1 110
	1-Dec-16	209.11	82 971	5 804	–	209.11	82 971			82 971	4 786
L Crouse ⁽¹⁾	26-Nov-14	253.53	23 587	1 618	23 587	245.53	(23 587)	–	–	–	–
J J Durand	29-Nov-10	108.69	235 895	7 868	157 262	92.83				157 262	19 029
	29-Nov-12	147.25	271 258	10 763	271 258	142.04				271 258	21 188
	4-Dec-13	191.70	93 128	5 064	93 128	185.07				93 128	5 372
	26-Nov-14	253.53	108 468	7 442	108 468	245.53				108 468	4 437
	24-Nov-15	272.00	192 676	15 591	192 676	262.77				192 676	8 079
	1-Dec-16	209.11	150 872	10 554	–	209.11	150 872			150 872	8 702
M Lubbe ⁽²⁾	29-Nov-10	108.69	20 620	687	–	92.83	–	205.69	2 327	–	–
	29-Nov-12	147.25	13 961	554	–	142.04	13 961			13 961	1 090
	4-Dec-13	191.70	7 444	405	–	185.07	7 444			7 444	429
	26-Nov-14	253.53	4 011	275	–	245.53	4 011			4 011	164
	24-Nov-15	272.00	8 036	650	–	262.77	8 036			8 036	337
	1-Dec-16	209.11	65 632	4 591	–	209.11	65 632			65 632	3 786
N J Williams	23-Nov-09	87.50	54 228	1 515	18 076	73.67	(18 076)	207.00	2 410	–	–
	29-Nov-10	108.69	38 652	1 289	19 768	92.83				19 768	2 392
	29-Nov-12	147.25	81 901	3 250	81 901	142.04				81 901	6 397
	4-Dec-13	191.70	22 221	1 208	22 221	185.07				22 221	1 282
	26-Nov-14	253.53	16 430	1 127	16 430	245.53				16 430	672
	24-Nov-15	272.00	27 492	2 225	27 492	262.77				27 492	1 153
	1-Dec-16	209.11	98 716	6 905	–	209.11	98 716			98 716	5 694
Subtotal					1 215 545		366 432		7 741	1 581 977	105 654
Non-executive											
J Malherbe ⁽³⁾	23-Nov-09	87.50	75 761	2 116	50 506	73.67	(50 506)	209.73	6 872	–	–
Subtotal					50 506		(50 506)		6 872	–	–
Total					1 266 051		315 926		14 613	1 581 977	105 654

⁽¹⁾ Mr L Crouse retired as Chief Financial Officer with effect from 31 March 2016. In terms of the rules of the SAR Scheme, participants going into retirement are entitled to exercise all their SARs granted to them at any time within 12 months after the date of retirement or before the expiry of the SAR period (being seven years from the grant date), whichever is the earlier. The 23 587 SARs expired on 31 March 2017 as the Remgro share price was less than the offer price.

⁽²⁾ Mrs M Lubbe was appointed as executive director with effect from 20 September 2016. SARs accepted/(exercised) during the year include the balance of SARs granted and accepted by her prior to 20 September 2016. The 20 620 SARs granted and accepted by her on 29 November 2010 were exercised after 20 September 2016.

⁽³⁾ Subsequent to the acquisition of VenFin Limited during November 2009, Remgro SARs were awarded to Mr J Malherbe to compensate him for the cancellation of the VenFin Share Appreciation Right Scheme. Mr Malherbe does not qualify for any further allocation of SARs.

⁽⁴⁾ Unless otherwise indicated, one-third of the SARs are exercisable after the third anniversary of the grant date, an additional third after the fourth anniversary of the grant date and the remainder after the fifth anniversary of the grant date. All SARs must be exercised within seven years after grant date, upon which date unexercised SARs lapse.

⁽⁵⁾ Offer price is equal to face value on grant date.

⁽⁶⁾ In terms of the rules of the SAR Scheme, the offer price of SARs that were awarded prior to the Remgro rights issue was reduced to ensure that participants were placed in substantially the same position as they were prior to the rights issue.

⁽⁷⁾ This refers to the increase in value of the SAR Scheme shares of the indicated participants from the offer date to the date of payment and delivery.

⁽⁸⁾ Fair value was calculated using the standard binomial pricing model.

PRESCRIBED OFFICERS

Participant	Offer date ⁽²⁾	Offer price ⁽³⁾ (Rand)	Number of SARs offered and accepted	Fair value of SARs on offer date (R'000)	Balance of SARs accepted as at 30 June 2017	Adjusted offer price (Rand)	SARs accepted/ (exercised) during the year	Share price on exercise date (Rand)	Cash value of SARs exercised during the year ⁽⁴⁾ (R'000)	Balance of SARs accepted as at 30 June 2018	Fair value of SARs as at 30 June 2018 ⁽⁵⁾ (R'000)
P R Louw	29-Nov-10	108.69	27 432	915	27 432	92.83	(27 432)	223.73	3 591	–	–
	29-Nov-12	147.25	22 646	899	22 646	142.04				22 646	1 499
	4-Dec-13	191.70	12 944	704	12 944	185.07				12 944	546
	26-Nov-14	253.53	5 952	408	5 952	245.53				5 952	183
	24-Nov-15	272.00	9 497	768	9 497	262.77				9 497	310
	1-Dec-16	209.11	91 120	6 374	6 374	209.11				91 120	4 971
	14-Dec-17	206.35	20 301	1 489	1 489	206.35	20 301			20 301	1 249
R S M Ndlovu ⁽¹⁾	4-Dec-13	191.70	375	20	–	185.07	375			375	16
	26-Nov-14	253.53	1 080	74	–	245.53	1 080			1 080	33
	24-Nov-15	272.00	10 699	866	–	262.77	10 699			10 699	349
	1-Dec-16	209.11	15 605	1 092	–	209.11	15 605			15 605	851
	14-Dec-17	206.35	10 267	753	–	206.35	10 267			10 267	632
P J Uys	2-Apr-13	183.15	218 400	10 519	218 400	177.24				218 400	9 200
	4-Dec-13	191.70	3 325	181	3 325	185.07				3 325	140
	26-Nov-14	253.53	14 774	1 014	14 774	245.53				14 774	453
	24-Nov-15	272.00	11 533	933	11 533	262.77				11 533	377
	1-Dec-16	209.11	91 463	6 398	91 463	209.11				91 463	4 990
	14-Dec-17	206.35	85 936	6 303	–	206.35	85 936			85 936	5 287
	Total					509 086		116 831		3 591	625 917

⁽¹⁾ Mr R S M Ndlovu was appointed with effect from 1 May 2018. SARs accepted/(exercised) during the year refer to the balance of SARs granted and accepted by him prior to 1 May 2018.

⁽²⁾ Unless otherwise indicated, one-third of the SARs are exercisable after the third anniversary of the grant date, an additional third after the fourth anniversary of the grant date and the remainder after the fifth anniversary of the grant date. All SARs must be exercised within seven years after grant date, upon which date unexercised SARs lapse.

⁽³⁾ Offer price is equal to face value on grant date.

⁽⁴⁾ This refers to the increase in value of the SAR Scheme shares of the indicated participants from the offer date to the date of payment and delivery.

⁽⁵⁾ Fair value was calculated using the standard binomial pricing model.

Participant	Offer date ⁽¹⁾	Offer price ⁽²⁾ (Rand)	Number of SARs offered and accepted	Fair value of SARs on offer date (R'000)	Balance of SARs accepted as at 30 June 2016	Adjusted offer price ⁽³⁾ (Rand)	SARs accepted/ (exercised) during the year	Share price on exercise date (Rand)	Cash value of SARs exercised during the year ⁽⁴⁾ (R'000)	Balance of SARs accepted as at 30 June 2017	Fair value of SARs as at 30 June 2017 ⁽⁵⁾ (R'000)
P R Louw	29-Nov-10	108.69	27 432	915	27 432	92.83				27 432	3 319
	29-Nov-12	147.25	22 646	899	22 646	142.04				22 646	1 769
	4-Dec-13	191.70	12 944	704	12 944	185.07				12 944	747
	26-Nov-14	253.53	5 952	408	5 952	245.53				5 952	243
	24-Nov-15	272.00	9 497	768	9 497	262.77				9 497	398
	1-Dec-16	209.11	91 120	6 374	6 374	209.11	91 120			91 120	5 256
P J Uys	2-Apr-13	183.15	218 400	10 519	218 400	177.24				218 400	17 059
	4-Dec-13	191.70	3 325	181	3 325	185.07				3 325	192
	26-Nov-14	253.53	14 774	1 014	14 774	245.53				14 774	604
	24-Nov-15	272.00	11 533	933	11 533	262.77				11 533	484
	1-Dec-16	209.11	91 463	6 398	6 398	209.11	91 463			91 463	5 276
Total					326 503		182 583		–	509 086	35 347

⁽¹⁾ Unless otherwise indicated, one-third of the SARs are exercisable after the third anniversary of the grant date, an additional third after the fourth anniversary of the grant date and the remainder after the fifth anniversary of the grant date. All SARs must be exercised within seven years after grant date, upon which date unexercised SARs lapse.

⁽²⁾ Offer price is equal to face value on grant date.

⁽³⁾ In terms of the rules of the SAR Scheme, the offer price of SARs that were awarded prior to the Remgro rights issue was reduced to ensure that participants were placed in substantially the same position as they were prior to the rights issue.

⁽⁴⁾ This refers to the increase in value of the SAR Scheme shares of the indicated participants from the offer date to the date of payment and delivery.

⁽⁵⁾ Fair value was calculated using the standard binomial pricing model.

NON-EXECUTIVE DIRECTORS' FEES

The committee approved a fee increase of 10.5% for non-executive directors' annual fees. The non-executive directors' fees for the 2018 financial year, which were approved by the shareholders, are disclosed below (on a designation basis).

Type of fee (Rand)	Fee for the year ended 30 June 2018	Fee for the year ended 30 June 2017
Board member	345 000	321 000
Chairman of the Audit and Risk Committee	260 000	214 000
Member of the Audit and Risk Committee	130 000	107 000
Member of the Remuneration and Nomination Committee	57 500	53 500
Chairman of the Social and Ethics Committee	100 000	53 500
Member of the Social and Ethics Committee	57 500	53 500

Fees are excluding VAT.

The actual fees paid to non-executive directors are disclosed below (on an individual basis).

R'000	Fee for the year ended 30 June 2018	Fee for the year ended 30 June 2017
Non-executive (independent)		
G T Ferreira	403	375
P K Harris	403	375
N P Mageza ⁽¹⁾	533	455
P J Moleketi	475	428
M Morobe	445	348
F Robertson	533	482
S E N de Bruyn	663	508
H Wessels ⁽²⁾	–	390
Subtotal	3 455	3 361
Non-executive (non-independent)		
E de la H Hertzog	345	321
J Malherbe	345	321
J P Rupert ⁽³⁾	–	–
Subtotal	690	642
Total	4 145	4 003

⁽¹⁾ During the year under review Mr N P Mageza also received R654 000 (2017: R538 000) as director's fees from RCL Foods Limited, a subsidiary of Remgro Limited.

⁽²⁾ Mr H Wessels retired as an independent non-executive director on 1 December 2016. In addition to his director's fees and fee as chairman of the Audit and Risk Committee and chairman of the Social and Ethics Committee, an amount of R96 000 was also paid to Mr H Wessels during the previous year for his attendance of meetings of subcommittees of the Audit and Risk Committee.

⁽³⁾ Mr J P Rupert receives no emoluments.



Johann Rupert

Chairman of the Remuneration and Nomination Committee

Stellenbosch

19 September 2018