Country Report - Directors

CEO Biographies - (Where more than one CEO is named the position was held by both during the latest year) :

Company:	Sector:	Name:	Surname:	Gender:	Director Nationality:	Age at Latest Year End:
ABSA	Banking and Financial Services	Maria	Ramos	Female	South Africa	53
Adcorp Holdings limited	Education,Bus Training & Employment	Richard L	Pike	Male	South Africa	61
Adcorp Holdings limited	Education,Bus Training & Employment	Richard L	Pike	Male	South Africa	61
Adcorp Holdings limited	Education,Bus Training & Employment	Innocent	Dutiro	Male	0	0
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Mteto	Nyati	Male	South Africa	2022
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
AngloGold Ashanti	Mining	Kelvin	Dushnisky	Male	Canada	0
AngloGold Ashanti	Mining	Kelvin	Dushnisky	Male	Canada	0
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
FirstRand Bank	Banking and Financial Services	Sizwe E	Nxasana	Male	South Africa	65
FirstRand Bank	Banking and Financial Services	Johan Petrus	Burger	Male	South Africa	80
G4S plc	Private Security	Nick	Buckles	Male	British	0
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Group Five	Construction	Mike R	Upton	Male	South Africa	63
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Illovo	Food and Beverage	Gavin B	Dalgleish	Male	South Africa	51
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Osman S	Arbee	Male	South Africa	62
Imperial Holdings	Transport	Marius	Swanepoel	Male	South Africa	70
Imperial Holdings	Transport	Mohammed	Akoojee	Male	South Africa	41
Lafarge	Industrial	Bruno	Lafont	Male	France	56
Liberty Holdings	Banking and Financial Services	David	Munro	Male	British	68
Liberty Holdings	Banking and Financial Services	Thabo	Dloti	Male	South Africa	54
Massmart	Retail	Guy	Hayward	Male	South Africa	56

Massmart	Retail	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Mitchell	Slape	Male	United States	-1
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Petra Diamonds	Mining	Johan	Dippenaar	Male	South Africa	66
Petra Diamonds	Mining	Johan	Dippenaar	Male	South Africa	66
Petra Diamonds	Mining	Johan	Dippenaar	Male	South Africa	66
Petra Diamonds	Mining	Richard	Duffy	Male	0	0
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
Sanlam	Banking and Financial Services	Johan	van Zyl	Male	South Africa	67
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Sodexo	Financial Services	Michel	Landel	Male	France	61
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	BJ (Ben)	Kruger	Male	South Africa	64
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Kenny	Fihla	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Margaret	Nienaber	Female	South Africa	0
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Kenny	Fihla	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Margaret	Nienaber	Female	South Africa	0
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Truworths	Retail	Michael	Mark	Male	South Africa	70
Truworths	Retail	Michael	Mark	Male	South Africa	70
Tsogo Sun Holdings	Hospitality	Marcel N	von Aulock	Male	South Africa	49
Tsogo Sun Holdings	Hospitality	Marcel N	von Aulock	Male	South Africa	49
Tsogo Sun Holdings	Hospitality	Keith	Randall	Male	South Africa	0
Vodacom Group Limited	Technology and Telecommunications	Mohamed	Aziz Joosub	Male	South Africa	52
Vodacom Group Limited	Technology and Telecommunications	Mohamed	Aziz Joosub	Male	South Africa	52
Woolworths	Retail	Ian	Moir	Male	Australia	64
Woolworths	Retail	Ian	Moir	Male	Australia	64
Xstrata	Mining	Michael (Mick)	Davis	Male	South Africa	55

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	8	6,029,606	15,676,552	753,701	1,959,569
2008	23	15,891,515	34,483,146	690,935	1,499,267
2009	24	17,016,849	33,038,571	709,035	1,376,607
2010	25	22,111,277	50,686,027	884,451	2,027,441
2011	27	27,256,505	57,236,750	1,009,500	2,119,880
2012	30	29,983,316	58,788,576	999,444	1,959,619
2013	30	27,676,042	49,427,708	922,535	1,647,590
2014	34	24,590,994	43,165,951	723,265	1,269,587

2015	27	22,001,767	42,572,396	814,880	1,576,755
2016	28	21,229,814	45,737,775	758,208	1,633,492
2017	27	18,453,693	33,521,997	683,470	1,241,555
2018	29	15,634,448	32,109,015	539,119	1,107,207
2019	28	285,908,860	444,200,191	10,211,031	15,864,293

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	28	11,059,010	29,088,493	394,965	1,038,875
2008	79	35,914,181	72,807,035	454,610	921,608
2009	87	37,033,319	77,355,036	425,670	889,138
2010	93	48,085,352	107,843,400	517,047	1,159,606
2011	92	56,507,219	120,436,703	614,209	1,309,095
2012	108	63,325,564	134,633,010	586,348	1,246,602
2013	102	58,227,003	112,427,288	570,853	1,102,228
2014	97	49,586,230	93,876,044	511,198	967,794
2015	93	46,146,937	93,040,058	501,597	1,011,305
2016	89	39,154,907	83,933,274	439,943	943,070
2017	77	35,377,103	64,752,045	459,443	840,936
2018	79	84,075,645	169,972,611	1,064,249	2,151,552
2019	65	436,300,502	632,910,554	6,712,315	9,737,085

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	1	0	0
2007	79	6,089,022	77,076
2008	218	15,082,181	69,503
2009	222	15,863,384	71,457
2010	245	21,126,888	86,232
2011	269	26,356,631	97,980
2012	316	31,870,347	100,856
2013	294	27,870,952	94,799
2014	276	26,545,682	96,180
2015	270	27,588,135	102,178
2016	275	27,041,426	98,332
2017	245	23,244,915	94,877
2018	224	23,443,478	108,034
2019	210	159,453,525	759,302