

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
African Oxygen	Industrial	Brett	Kimber	Male	South Africa	58
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Barloworld Limited	Diversified Holdings	Dominic	Sewela	Male	South Africa	0
Barloworld Limited	Diversified Holdings	Dominic	Sewela	Male	South Africa	0
Basil Read	Construction	Neville F	Nicolau	Male	South Africa	58
Basil Read	Construction	Neville F	Nicolau	Male	South Africa	58
Basil Read	Construction	Khathutshelo	Mapasa	Male	South Africa	0
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
FirstRand Bank	Banking and Financial Services	Johan Petrus	Burger	Male	South Africa	80
FirstRand Bank	Banking and Financial Services	Sizwe E	Nxasana	Male	South Africa	65
G4S plc	Private Security	Nick	Buckles	Male	British	0
Grindrod	Transport	Alan K	Olivier	Male	South Africa	63
Grindrod	Transport	Alan K	Olivier	Male	South Africa	63
Grindrod	Transport	Andrew G	Waller	Male	South Africa	61
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
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
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
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Liberty Holdings	Banking and Financial Services	Thabo	Dloti	Male	South Africa	54
Liberty Holdings	Banking and Financial Services	David	Munro	Male	British	68
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
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
NMP Holdings	Banking and Financial Services	Dan	Craven	Male	South Africa	67

RMB Holdings	Banking and Financial Services	Peter	Cooper	male	South Africa	67
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
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
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
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
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
Trans Hex	Mining	Llewellyn	Delpport	Male	South Africa	0
Trans Hex	Mining	Llewellyn	Delpport	Male	South Africa	0
Trans Hex	Mining	Llewellyn	Delpport	Male	South Africa	0

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	9	8,534,346	23,824,461	948,261	2,647,162
2008	19	11,469,027	27,135,789	603,633	1,428,199
2009	21	12,598,292	24,257,594	599,919	1,155,124
2010	21	16,542,720	33,820,697	787,749	1,610,509
2011	21	19,152,838	37,674,409	912,040	1,794,019
2012	22	21,066,952	37,827,868	957,589	1,719,449
2013	23	18,889,297	37,362,624	821,274	1,624,462
2014	27	17,363,593	35,488,704	643,096	1,314,396
2015	22	14,009,400	27,480,651	636,791	1,249,121
2016	21	13,129,940	32,350,673	625,235	1,540,508
2017	23	12,866,080	32,034,093	559,395	1,392,787
2018	22	10,893,830	24,267,484	495,174	1,103,067
2019	21	11,718,686	24,790,058	558,033	1,180,479

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	26	14,977,351	41,385,807	576,052	1,591,762
2008	63	23,566,946	54,884,511	374,079	871,183
2009	69	25,853,535	52,346,747	374,689	758,649
2010	76	34,457,026	74,279,875	453,382	977,367
2011	74	40,399,556	92,557,242	545,701	1,115,639

2011	74	40,300,330	82,337,242	343,731	1,113,030
2012	75	41,023,956	81,777,881	546,986	1,090,372
2013	73	36,593,424	81,304,592	501,280	1,113,762
2014	77	34,300,384	74,679,428	445,460	969,863
2015	78	31,116,727	64,639,538	404,113	839,475
2016	70	26,702,122	62,023,963	381,459	886,057
2017	69	25,979,202	63,187,360	376,510	915,759
2018	67	26,604,039	64,063,961	397,075	956,179
2019	53	22,107,466	50,166,949	417,122	946,546

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	1	50,000	50,000
2007	81	8,073,081	99,668
2008	195	13,793,978	71,103
2009	201	13,482,044	67,075
2010	206	16,822,614	81,663
2011	207	20,132,451	97,258
2012	227	22,640,668	99,739
2013	202	15,720,594	77,825
2014	210	17,841,166	84,958
2015	204	16,860,271	82,648
2016	213	16,113,377	75,650
2017	201	15,617,818	77,701
2018	192	17,680,306	92,085
2019	170	154,599,604	909,409