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
AECI	Industrial	Mark	Dytor	Female	South Africa	62
AECI	Industrial	Mark	Dytor	Female	South Africa	62
AECI	Industrial	Mark	Dytor	Female	South Africa	62
African Bank Investments	Banking and Financial Services	Leonidas	Kirkinis	Male	South Africa	54
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
AfroCentric Investments Corporation	Health	Dewald	Dempers	Male	South Africa	1022
AfroCentric Investments Corporation	Health	AV	van Buuren	Male	South Africa	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
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
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
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
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
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	Lekau	Letsoalo	Male	South Africa	0
Cashbuild	Retail	WF	de Jager	Male	South Africa	0
Cashbuild	Retail	Hester Helena	Hickey	Female	South Africa	70
Cashbuild	Retail	WF	de Jager	Male	South Africa	0
City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66

City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66
City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
EDF - France Electricity	Electricity	Henri	Proglio	Male	France	63
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
Foschini	Retail	AD	Murray	Male	South Africa	66
Foschini	Retail	AD	Murray	Male	South Africa	66
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	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
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
Liberty Holdings	Banking and Financial Services	Thabo	Dloti	Male	South Africa	54
Liberty Holdings	Banking and Financial Services	David	Munro	Male	British	68
Life Healthcare Group	Health	Andre	Meyer	Male	South Africa	56
Life Healthcare Group	Health	Andre	Meyer	Male	South Africa	56
Life Healthcare Group	Health	Shrey	Viranna	Male	South Africa	0
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
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Rob	Shuter	Male	South Africa	0
MTN Group	Technology and Telecommunications	RS (Prior)	Dabengwa	Male	South Africa	66
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
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	Richard	Duffy	Male	0	0
Petra Diamonds	Mining	Johan	Dippenaar	Male	South Africa	66
Petra Diamonds	Mining	Johan	Dippenaar	Male	South Africa	66
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65

Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pioneer Foods	Food and Beverage	Phil	Roux	Male	South Africa	0
Pioneer Foods	Food and Beverage	Tertius A	Carstens	Male	South Africa	57
Pretoria Portland Cement	Construction	DJ	Castle	Male	0	0
Pretoria Portland Cement	Construction	DJ	Castle	Male	0	0
RCL Foods	Food and Beverage	Miles	Dally	Male	South Africa	65
RCL Foods	Food and Beverage	Miles	Dally	Male	South Africa	65
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
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
Sasol	Industrial	David E	Constable	Male	South Africa	1022
Sasol	Industrial	Bongani	Nqwababa	Male	South Africa	57
Sasol	Industrial	SR	Cornell	Male	0	0
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
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	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
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Sun International	Hospitality	Greame E	Stephens	Male	South Africa	60
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Tongaat Hulett	Food and Beverage	Peter H	Staude	Male	South Africa	67
Truworths	Retail	Michael	Mark	Male	South Africa	70
Truworths	Retail	Michael	Mark	Male	South Africa	70
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0
Woolworths	Retail	Ian	Moir	Male	Australia	64
Woolworths	Retail	Ian	Moir	Male	Australia	64

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	11	9,715,484	26,938,873	883,226	2,448,988
2008	39	19,288,290	45,048,960	494,572	1,155,102
2009	44	22,209,433	43,140,637	504,760	980,469
2010	47	30,093,335	64,806,738	640,284	1,378,867
2011	47	35,520,489	72,849,780	755,755	1,549,995
2012	50	36,923,758	75,966,945	738,475	1,519,339
2013	53	34,287,673	74,617,425	646,937	1,407,876
2014	57	34,764,041	72,224,901	609,895	1,267,104
2015	50	30,595,883	65,552,779	611,918	1,311,056
2016	50	31,502,991	71,840,407	630,060	1,436,808
2017	49	27,584,992	55,177,369	562,959	1,126,069
2018	49	25,310,250	54,151,911	516,536	1,105,141
2019	49	27,361,040	53,630,206	558,389	1,094,494

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
0	1	0	0	0	0
2007	31	17,333,547	47,039,492	559,147	1,517,403
2008	148	49,179,803	108,630,398	332,296	733,989
2009	162	53,138,411	104,515,313	328,015	645,156
2010	175	71,028,489	151,475,086	405,877	865,572
2011	175	81,008,660	172,479,834	462,907	985,599
2012	177	83,562,819	173,615,850	472,106	980,881
2013	176	78,256,082	167,450,589	444,637	951,424
2014	165	72,482,625	152,281,470	439,289	922,918
2015	162	68,221,452	142,199,255	423,736	883,225
2016	159	60,541,977	136,483,295	380,767	858,386
2017	146	56,466,532	110,668,882	386,757	758,006
2018	143	155,254,312	315,349,512	1,085,694	2,205,241
2019	123	49,838,436	102,656,434	405,191	834,605

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	3	38,664,688	12,888,229
2007	105	10,097,336	96,165
2008	352	20,580,016	58,633
2009	374	21,949,010	58,687
2010	414	29,296,740	70,936
2011	438	35,989,121	82,167
2012	455	39,506,381	86,827
2013	448	33,732,960	75,297
2014	455	33,982,856	74,688
2015	449	35,357,955	78,924
2016	469	33,804,951	72,079
2017	433	31,660,395	73,119
2018	419	32,271,467	77,204

2019	380	169,430,396	445,869