## 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: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Grindrod | Transport | Alan K | Olivier | Male | South Africa | 62 |
| Grindrod | Transport | Alan K | Olivier | Male | South Africa | 62 |
| Grindrod | Transport | Andrew G | Waller | Male | South Africa | 60 |
| SABMiller | Food and Beverage | Alan | Clark | Male | South Africa | 1015 |
| SABMiller | Food and Beverage | Alan | Clark | Male | South Africa | 1015 |

## CEO Remuneration - USD:

| ar: | No. ot Ceos: |  |  | Avg. of Salaries: | g. of Remuneratio |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2007 | 1 | 1,801,631 | 5,319,614 | 1,801,631 | 5,319,614 |
| 2008 | 2 | 2,090,641 | 6,496,330 | 1,045,320 | 3,248,165 |
| 2009 | 2 | 2,459,800 | 5,355,238 | 1,229,900 | 2,677,619 |
| 2010 | 2 | 2,687,282 | 6,710,052 | 1,343,641 | 3,355,026 |
| 2011 | 2 | 2,589,267 | 7,028,092 | 1,294,634 | 3,514,046 |
| 2012 | 2 | 2,631,379 | 7,039,657 | 1,315,689 | 3,519,828 |
| 2013 | 2 | 2,628,160 | 6,485,368 | 1,314,080 | 3,242,684 |
| 2014 | 2 | 2,348,315 | 5,653,832 | 1,174,157 | 2,826,916 |
| 2015 | 2 | 2,166,437 | 4,667,066 | 1,083,218 | 2,333,533 |
| 2016 | 2 | 2,151,942 | 5,667,626 | 1,075,971 | 2,833,813 |
| 2017 | 1 | 304,035 | 1,093,397 | 304,035 | 1,093,397 |
| 2018 | 1 | 348,104 | 661,067 | 348,104 | 661,067 |
| 2019 | 1 | 409,743 | 745,063 | 409,743 | 745,063 |

## Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 2007 | 2 | $2,892,092$ | $8,097,401$ | $1,446,046$ | $4,048,701$ |
| 2008 | 9 | $4,476,366$ | $12,444,608$ | 497,374 | $1,382,734$ |
| 2009 | 9 | $5,119,063$ | $11,169,050$ | 568,785 | $1,241,006$ |
| 2010 | 9 | $5,671,946$ | $14,439,918$ | 630,216 | $1,604,435$ |
| 2011 | 11 | $6,134,218$ | $14,562,667$ | 557,656 | $1,323,879$ |
| 2012 | 12 | $5,485,779$ | $13,351,713$ | 457,148 | $1,112,643$ |
| 2013 | 9 | $6,490,200$ | $14,775,606$ | 721,133 | $1,641,734$ |
| 2014 | 7 | $4,960,965$ | $11,090,794$ | 708,709 | $1,584,399$ |
| 2015 | 7 | $5,176,297$ | $9,470,542$ | 739,471 | $1,352,935$ |
| 2016 | 7 | $4,141,098$ | $9,095,468$ | 591,585 | $1,299,353$ |
| 2017 | 6 | $1,895,007$ | $4,697,120$ | 315,834 | 782,853 |
| 2018 | 6 | $1,879,657$ | $3,625,689$ | 313,276 | 604,281 |
| 2019 | 2 | 718,661 | $1,132,077$ | 359,331 | 566,038 |

[^0]| Financial | Year: | No. of NEDS: | Total Salaries: |
| :--- | :--- | :--- | :--- |
| 2007 | 10 | $1,507,320$ | 150,732 |
| 2008 | 16 | $1,587,637$ | 99,227 |
| 2009 | 19 | $1,924,717$ | 101,301 |
| 2010 | 21 | $2,310,961$ | 110,046 |
| 2011 | 22 | $2,487,913$ | 113,087 |
| 2012 | 22 | $4,184,265$ | 190,194 |
| 2013 | 24 | $2,545,851$ | 106,077 |
| 2014 | 26 | $3,636,708$ | 139,873 |
| 2015 | 26 | $2,983,698$ | 114,758 |
| 2016 | 27 | $2,984,639$ | 110,542 |
| 2017 | 9 | 340,352 | 37,817 |
| 2018 | 9 | 459,101 | 51,011 |
| 2019 | 9 | 683,321 | 75,925 |


[^0]:    Non-Executive Director Remuneration - USD:

