# 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: |
|---|---|---|---|---|---|---|
| G4S plc | Private Security | Nick | Buckles | Male | British | 0 |
| 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 |

**CEO Remuneration - USD:**

| Financial Year: | No. of CEOs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|---|---|---|---|---|---|
| 2008 | 1 | 543,168 | 1,532,769 | 543,168 | 1,532,769 |
| 2009 | 1 | 533,326 | 1,255,418 | 533,326 | 1,255,418 |
| 2010 | 1 | 650,871 | 1,876,998 | 650,871 | 1,876,998 |
| 2011 | 2 | 1,948,884 | 2,421,648 | 974,442 | 1,210,824 |
| 2012 | 2 | 1,864,397 | 2,525,186 | 932,198 | 1,262,593 |
| 2013 | 1 | 463,750 | 552,083 | 463,750 | 552,083 |
| 2014 | 1 | 411,080 | 411,080 | 411,080 | 411,080 |
| 2015 | 2 | 623,746 | 1,408,699 | 311,873 | 704,350 |
| 2016 | 1 | 565,552 | 1,401,163 | 565,552 | 1,401,163 |
| 2017 | 1 | 616,801 | 1,365,224 | 616,801 | 1,365,224 |
| 2018 | 1 | 618,750 | 1,397,222 | 618,750 | 1,397,222 |
| 2019 | 1 | 650,336 | 1,357,841 | 650,336 | 1,357,841 |

**Executive Director Remuneration - USD:**

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|---|---|---|---|---|---|
| 2008 | 3 | 1,013,422 | 2,524,667 | 337,807 | 841,556 |
| 2009 | 3 | 1,012,818 | 2,091,820 | 337,606 | 697,273 |
| 2010 | 4 | 1,587,642 | 3,966,441 | 396,911 | 991,610 |
| 2011 | 7 | 4,743,977 | 7,190,425 | 677,711 | 1,027,204 |
| 2012 | 8 | 4,514,433 | 7,039,807 | 564,304 | 879,976 |
| 2013 | 4 | 1,347,917 | 2,398,646 | 336,979 | 599,661 |
| 2014 | 4 | 1,249,584 | 2,636,288 | 312,396 | 659,072 |
| 2015 | 5 | 1,376,567 | 2,917,790 | 275,313 | 583,558 |
| 2016 | 5 | 1,561,337 | 3,607,049 | 312,267 | 721,410 |
| 2017 | 4 | 1,486,060 | 2,986,574 | 371,515 | 746,643 |
| 2018 | 3 | 1,265,694 | 2,699,028 | 421,898 | 899,676 |
| 2019 | 4 | 1,473,425 | 3,024,738 | 368,356 | 756,185 |

**Non-Executive Director Remuneration - USD:**

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|---|---|---|---|
| 2008 | 16 | 974,607 | 60,913 |
| 2009 | 14 | 1,053,018 | 75,216 |

| | | | |
|---|---|---|---|
| 2009 | 14 | 1,053,018 | 75,216 |
| 2010 | 14 | 1,263,575 | 90,255 |
| 2011 | 23 | 2,767,108 | 120,309 |
| 2012 | 22 | 2,656,799 | 120,764 |
| 2013 | 16 | 1,294,604 | 80,913 |
| 2014 | 14 | 1,275,531 | 91,109 |
| 2015 | 15 | 1,178,056 | 78,537 |
| 2016 | 14 | 1,409,302 | 100,664 |
| 2017 | 14 | 1,502,546 | 107,325 |
| 2018 | 11 | 1,076,250 | 107,625 |
| 2019 | 12 | 1,510,290 | 125,858 |