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:
Accor	Hospitality	Denis	Hennequin	Male	France	54
Adcock Ingram	Health	Andy G	Hall	Male	South Africa	61
Adcock Ingram	Health	Kevin	Wakeford	Male	South Africa	63
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 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
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
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
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
G4S plc	Private Security	Nick	Buckles	Male	British	0
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
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
Massmart	Retail	Guy	Hayward	Male	South Africa	56

Massmart	Retail	Mitchell	Slape	Male	United States	-1
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
MTN Group	Technology and Telecommunications	RS (Prior)	Dabengwa	Male	South Africa	66
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Rob	Shuter	Male	South Africa	0
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
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
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
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
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	7	5,841,294	14,663,509	834,471	2,094,787
2008	20	11,209,906	27,040,373	560,495	1,352,019
2009	18	11,824,621	24,517,245	656,923	1,362,069
2010	21	16,574,633	40,151,257	789,268	1,911,965
2011	23	20,688,825	65,978,992	899,514	2,868,652
2012	23	21,525,274	39,906,783	935,881	1,735,078
2013	27	21,629,935	40,465,958	801,109	1,498,739
2014	28	18,806,575	34,305,706	671,663	1,225,204
2015	26	16,888,901	33,288,554	649,573	1,280,329
2016	24	17,112,513	39,215,471	713,021	1,633,978
2017	23	16,004,198	25,768,704	695,835	1,120,378

2018	25	13,736,085	27,588,669	549,443	1,103,547
2019	25	284,245,906	443,057,535	11,369,836	17,722,301

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	19	9,741,306	24,036,401	512,700	1,265,074
2008	63	22,430,614	53,223,244	356,041	844,813
2009	63	24,007,924	51,703,056	381,078	820,683
2010	74	33,776,525	80,810,617	456,440	1,092,035
2011	75	41,819,538	118,961,101	557,594	1,586,148
2012	82	44,389,396	87,773,940	541,334	1,070,414
2013	83	43,211,442	88,409,327	520,620	1,065,173
2014	77	35,427,610	69,683,683	460,099	904,983
2015	75	33,412,001	65,770,029	451,514	888,784
2016	75	29,757,293	67,778,494	396,764	903,713
2017	74	33,664,883	59,073,125	454,931	798,285
2018	68	79,798,139	159,678,448	1,173,502	2,348,212
2019	57	432,559,193	628,904,625	7,588,758	11,033,414

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	1	328,264	328,264
2007	62	5,909,959	95,322
2008	179	10,388,020	58,034
2009	166	10,709,269	64,514
2010	191	15,597,077	81,660
2011	214	19,456,819	90,920
2012	231	22,444,863	97,164
2013	231	19,635,768	85,003
2014	222	18,622,988	83,887
2015	213	18,594,463	87,298
2016	224	18,395,625	82,123
2017	214	17,861,794	83,466
2018	196	19,180,332	98,361
2019	178	156,266,660	877,903