## 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: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 69 |
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 69 |
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 69 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| Bidvest | Diversified Holdings | Brian | Joffe | Male | South Africa | 76 |
| Bidvest | Diversified Holdings | Lindsay P | Ralphs | Male | South Africa | 67 |
| Distell | Food and Beverage | Richard | Rushton | Male | South Africa | 58 |
| 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 | -1 |
| 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 | 55 |
| 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 | -1 |
| 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 | 55 |
| Standard Bank Group | Banking and Financial Services | BJ (Ben) | Kruger | Male | South Africa | 63 |
| Standard Bank Group | Banking and Financial Services | Sim | Tshabalala | Male | South Africa | 55 |

## CEO Remuneration - USD:

| cial Year: | No. of CEOS: | \|otal Salaries:| | otal Annual Remuneration: | Avg. of Salaries: | \|Avg. of Remuneration: |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2007 | 1 | 634,752 | 2,642,553 | 634,752 | 2,642,553 |
| 2008 | 5 | 2,315,599 | 5,728,658 | 463,120 | 1,145,732 |
| 2009 | 5 | 2,470,403 | 4,351,666 | 494,081 | 870,333 |
| 2010 | 5 | 3,308,857 | 6,050,968 | 661,771 | 1,210,194 |
| 2011 | 5 | 3,786,965 | 6,962,494 | 757,393 | 1,392,499 |
| 2012 | 5 | 3,797,910 | 7,851,786 | 759,582 | 1,570,357 |
| 2013 | 7 | 4,365,360 | 9,829,583 | 623,623 | 1,404,226 |
| 2014 | 9 | 4,193,342 | 8,333,046 | 465,927 | 925,894 |
| 2015 | 4 | 2,116,325 | 4,662,440 | 529,081 | 1,165,610 |
| 2016 | 7 | 4,068,381 | 10,717,513 | 581,197 | 1,531,073 |
| 2017 | 5 | 2,748,895 | 5,243,425 | 549,779 | 1,048,685 |
| 2018 | 7 | 3,267,891 | 7,233,962 | 466,842 | 1,033,423 |
| 2019 | 8 | 4,528,044 | 9,654,265 | 566,005 | 1,206,783 |

## Executive Director Remuneration - USD

| 1 | 634,752 | 2,642,553 | 634,752 | 2,642,553 |
| :---: | :---: | :---: | :---: | :---: |
| 22 | 6,761,548 | 15,565,417 | 307,343 | 707,519 |
| n | 7006010 | 11 006 n2e | 220 ก12 | 601420 |


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| :---: | :---: | :---: | :---: | :---: | :---: |
| 2010 | 23 | 10，051，016 | 20，367，419 | 437，001 | 885，540 |
| 2011 | 22 | 10，877，530 | 20，139，573 | 494，433 | 915，435 |
| 2012 | 21 | 12，146，941 | 23，159，189 | 578，426 | 1，102，819 |
| 2013 | 22 | 10，484，790 | 20，992，503 | 476，581 | 954，205 |
| 2014 | 19 | 9，148，192 | 17，776，587 | 481，484 | 935，610 |
| 2015 | 19 | 8，620，339 | 15，782，239 | 478，908 | 876，791 |
| 2016 | 21 | 7，530，683 | 18，843，495 | 358，604 | 897，309 |
| 2017 | 15 | 5，949，990 | 11，587，286 | 396，666 | 772，486 |
| 2018 | 20 | 57，438，778 | 115，977，466 | 2，871，939 | 5，798，873 |
| 2019 | 18 | 7，588，916 | 16，436，942 | 421，606 | 913，163 |

## Non－Executive Director Remuneration－USD：

| ｜Financal |  |  |  |
| :--- | :--- | :--- | :--- |
| 2007 | 18 | $2,046,525$ | 113,696 |
| 2008 | 62 | $3,181,137$ | 51,309 |
| 2009 | 58 | $3,084,829$ | 53,187 |
| 2010 | 60 | $4,254,426$ | 70,907 |
| 2011 | 62 | $4,417,479$ | 71,250 |
| 2012 | 65 | $4,895,817$ | 75,320 |
| 2013 | 62 | $4,304,588$ | 69,429 |
| 2014 | 65 | $4,474,567$ | 68,839 |
| 2015 | 57 | $4,067,833$ | 71,365 |
| 2016 | 59 | $3,992,946$ | 67,677 |
| 2017 | 58 | $5,184,332$ | 89,385 |
| 2018 | 56 | $4,579,748$ | 81,781 |
| 2019 | 50 | $4,372,809$ | 87,456 |

