# 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: |
|---|---|---|---|---|---|---|
| ACSA | Transport | Bongani | Maseko | Male | South Africa | 1022 |
| ACSA | Transport | Bongani | Maseko | Male | South Africa | 1022 |
| ACSA | Transport | Bongani | Maseko | Male | South Africa | 1022 |
| Adcock Ingram | Health | Kevin | Wakeford | Male | South Africa | 63 |
| Adcock Ingram | Health | Andy G | Hall | 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 | Richard L | Pike | Male | South Africa | 61 |
| Adcorp Holdings limited | Education,Bus Training & Employment | Innocent | Dutiro | Male | 0 | 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 |
| 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 |
| 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 |
| Naspers | Media | B van | Dijk | Male | 0 | 45 |
| Naspers | Media | B van | Dijk | Male | 0 | 45 |
| Naspers | Media | B van | Dijk | Male | 0 | 45 |
| 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 | Ian | Kirk | Male | 0 | 0 |
| Sanlam | Banking and Financial Services | Johan | van Zyl | Male | South Africa | 67 |
| 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: |
|---|---|---|---|---|---|
| 2007 | 1 | 1,801,631 | 5,319,614 | 1,801,631 | 5,319,614 |
| 2008 | 4 | 3,338,888 | 9,851,227 | 834,722 | 2,462,807 |
| 2009 | 6 | 3,734,328 | 8,159,013 | 622,388 | 1,359,836 |
| 2010 | 8 | 4,887,651 | 12,406,119 | 610,956 | 1,550,765 |
| 2011 | 8 | 5,340,673 | 12,561,773 | 667,584 | 1,570,222 |
| 2012 | 9 | 5,655,057 | 12,649,472 | 628,340 | 1,405,497 |
| 2013 | 9 | 5,525,775 | 11,918,648 | 613,975 | 1,324,294 |
| 2014 | 11 | 4,813,387 | 12,153,761 | 437,581 | 1,104,887 |
| 2015 | 10 | 5,693,793 | 13,015,067 | 569,379 | 1,301,507 |
| 2016 | 11 | 5,511,627 | 12,837,489 | 501,057 | 1,167,044 |
| 2017 | 8 | 4,113,547 | 8,687,990 | 514,193 | 1,085,999 |
| 2018 | 11 | 5,004,156 | 13,867,311 | 454,923 | 1,260,665 |

| | | | | | |
|---|---|---|---|---|---|
| 2019 | 7 | 2,985,618 | 7,328,322 | 426,517 | 1,046,903 |

**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 | 15 | 7,438,519 | 19,071,965 | 495,901 | 1,271,464 |
| 2009 | 19 | 8,213,097 | 17,291,167 | 432,268 | 910,061 |
| 2010 | 26 | 11,133,594 | 25,179,450 | 428,215 | 968,440 |
| 2011 | 23 | 11,646,099 | 25,535,705 | 506,352 | 1,110,248 |
| 2012 | 27 | 11,267,024 | 23,750,422 | 417,297 | 879,645 |
| 2013 | 26 | 12,625,971 | 25,888,719 | 485,614 | 995,720 |
| 2014 | 28 | 10,761,773 | 25,942,445 | 384,349 | 926,516 |
| 2015 | 28 | 11,965,595 | 29,284,680 | 427,343 | 1,045,881 |
| 2016 | 30 | 11,092,735 | 26,498,342 | 369,758 | 883,278 |
| 2017 | 24 | 9,128,236 | 19,827,777 | 380,343 | 826,157 |
| 2018 | 29 | 11,276,587 | 31,014,559 | 388,848 | 1,069,468 |
| 2019 | 22 | 8,364,958 | 21,200,655 | 380,225 | 963,666 |

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

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|---|---|---|---|
| 2007 | 10 | 1,507,320 | 150,732 |
| 2008 | 51 | 5,400,938 | 105,901 |
| 2009 | 69 | 6,031,219 | 87,409 |
| 2010 | 82 | 8,311,765 | 101,363 |
| 2011 | 94 | 10,193,792 | 108,445 |
| 2012 | 100 | 11,991,162 | 119,912 |
| 2013 | 110 | 10,273,051 | 93,391 |
| 2014 | 116 | 11,151,949 | 96,137 |
| 2015 | 107 | 11,637,107 | 108,758 |
| 2016 | 112 | 12,203,242 | 108,958 |
| 2017 | 102 | 11,184,562 | 109,653 |
| 2018 | 100 | 10,252,140 | 103,557 |
| 2019 | 90 | 10,763,206 | 119,591 |