

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:
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
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
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	56
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
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

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	4	2,178,476	5,809,311	544,619	1,452,328
2009	4	2,495,572	4,816,826	623,893	1,204,206
2010	5	3,524,951	6,482,887	704,990	1,296,577
2011	4	3,518,165	7,194,445	879,541	1,798,611
2012	4	3,459,564	8,219,920	864,891	2,054,980
2013	6	3,978,551	9,819,991	663,092	1,636,665
2014	6	3,845,934	8,607,106	640,989	1,434,518
2015	4	2,159,953	5,522,179	539,988	1,380,545
2016	6	3,899,843	10,759,863	649,974	1,793,311
2017	4	2,099,313	5,589,561	524,828	1,397,390
2018	7	3,149,184	8,059,365	449,883	1,151,338
2019	7	4,237,816	9,523,648	605,402	1,360,521

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	21	6,576,058	15,887,274	313,146	756,537
2009	24	8,229,667	16,797,367	342,903	699,890
2010	24	10,386,925	22,278,959	432,789	928,290
2011	24	11,102,612	22,706,105	466,101	946,101

2011	24	11,193,612	22,700,493	460,401	340,104
2012	23	11,675,773	25,227,231	507,642	1,096,836
2013	22	10,264,110	22,891,231	466,550	1,040,511
2014	18	8,776,814	19,321,698	487,601	1,073,428
2015	18	7,549,896	16,345,834	419,439	908,102
2016	20	7,787,977	19,475,028	389,399	973,751
2017	17	6,281,501	15,493,376	369,500	911,375
2018	24	8,183,369	21,442,078	340,974	893,420
2019	18	7,562,828	18,033,458	420,157	1,001,859

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	18	2,046,525	113,696
2008	52	3,863,845	74,305
2009	52	3,699,604	71,146
2010	54	4,926,688	91,235
2011	54	4,859,920	89,999
2012	58	5,205,625	89,752
2013	53	4,432,239	83,627
2014	57	4,827,542	84,694
2015	54	4,229,699	78,328
2016	55	4,380,319	79,642
2017	53	5,423,348	102,327
2018	54	5,335,287	98,802
2019	49	5,506,415	112,376