# 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 | 63 |
| Grindrod | Transport | Alan K | Olivier | Male | South Africa | 63 |
| Grindrod | Transport | Andrew G | Waller | Male | South Africa | 61 |
| Nedbank | Banking and Financial Services | Michael WT | Brown | Male | South Africa | 57 |
| 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 |
| 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 |

**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 | 11,193,612 | 22,706,495 | 466,401 | 946,104 |

| | | | | | |
|---|---|---|---|---|---|
| 2011 | 24 | 11,193,612 | 22,706,495 | 466,401 | 946,104 |
| 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 |