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:
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
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	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
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	3	2,292,984	4,844,997	764,328	1,614,999
2009	3	2,280,542	3,725,495	760,181	1,241,832
2010	3	2,793,790	4,829,278	931,263	1,609,759
2011	3	2,697,911	4,846,727	899,304	1,615,576
2012	3	2,715,225	5,706,199	905,075	1,902,066
2013	5	3,357,472	8,524,609	671,494	1,704,922
2014	5	3,391,725	8,114,356	678,345	1,622,871
2015	5	3,130,386	7,604,119	626,077	1,520,824
2016	4	2,884,246	8,365,394	721,061	2,091,348
2017	3	1,357,722	3,957,307	452,574	1,319,102
2018	6	3,156,328	7,721,833	526,055	1,286,972
2019	6	3,848,525	8,207,507	641,421	1,367,918

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	11	4,942,572	9,786,805	449,325	889,710
2009	12	5,805,248	10,784,580	483,771	898,715
2010	12	6,868,161	13,323,192	572,347	1,110,266
2011	14	7,510,591	13,429,134	536,471	959,224
2012	14	7,453,708	15,506,536	532,408	1,107,610
2013	14	8,080,171	21,080,880	577,155	1,505,777
2014	12	7,297,832	17,272,174	608,153	1,439,348
2015	12	7,278,766	15,610,535	606,564	1,300,878
2016	12	6,240,097	15,423,466	520,008	1,285,289
2017	13	5,492,758	16,796,386	457,730	1,399,699
2018	14	6,421,048	15,374,460	458,646	1,098,176
2019	9	5,357,441	11,178,434	595,271	1,242,048

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	18	2,046,525	113,696
2008	30	3,454,048	115,135
2009	30	3,271,781	109,059
2010	33	4,104,112	124,367
2011	30	3,858,718	128,624
2012	30	3,924,472	130,816
2013	31	3,801,414	122,626
2014	37	4,313,438	116,579
2015	32	3,600,603	112,519
2016	35	3,605,390	103,011
2017	35	4,650,256	132,864
2018	31	4,285,551	138,244
2019	31	4,443,912	143,352