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:
Adcock Ingram	Health	Kevin	Wakeford	Male	South Africa	63
Adcock Ingram	Health	Andy G	Hall	Male	South Africa	61
AfroCentric Investments Corporation	Health	Dewald	Dempers	Male	South Africa	1022
AfroCentric Investments Corporation	Health	AV	van Buuren	Male	South Africa	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
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
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66
City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66
City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
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
G4S plc	Private Security	Nick	Buckles	Male	British	0
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
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Osman S	Arbee	Male	South Africa	62
Imperial Holdings	Transport	Marius	Swanepoel	Male	South Africa	70
Imperial Holdings	Transport	Mohammed	Akoojee	Male	South Africa	41
Lafarge	Industrial	Bruno	Lafont	Male	France	56
Liberty Holdings	Banking and Financial Services	Thabo	Dloti	Male	South Africa	54
Liberty Holdings	Banking and Financial Services	David	Munro	Male	British	68
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Mitchell	Slape	Male	United States	-1
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Mr Price	Retail	Stuart	Bird	Male	South Africa	59

Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Peter	Cooper	Male	South Africa	67
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	Johan	van Zyl	Male	South Africa	67
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
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
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
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Tiger Brands	Food and Beverage	Peter B	Matlare	Male	South Africa	0
Tiger Brands	Food and Beverage	Lawrence	Mac Dougall	Male	0	0
Truworths	Retail	Michael	Mark	Male	South Africa	70
Truworths	Retail	Michael	Mark	Male	South Africa	70
Tsogo Sun Holdings	Hospitality	Marcel N	von Aulock	Male	South Africa	49
Tsogo Sun Holdings	Hospitality	Marcel N	von Aulock	Male	South Africa	49
Tsogo Sun Holdings	Hospitality	Keith	Randall	Male	South Africa	0
Woolworths	Retail	Ian	Moir	Male	Australia	64
Woolworths	Retail	Ian	Moir	Male	Australia	64

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	3	3,024,412	9,204,115	1,008,137	3,068,038
2008	23	11,625,773	28,913,667	505,468	1,257,116
2009	22	12,427,938	24,985,582	564,906	1,135,708
2010	26	16,801,214	37,618,993	646,201	1,446,884
2011	26	20,269,430	42,072,885	779,593	1,618,188
2012	28	20,900,554	47,076,856	746,448	1,681,316
2013	29	20,317,294	42,804,766	700,596	1,476,026
2014	36	19,795,695	40,040,081	549,880	1,112,224
2015	28	16,497,078	36,587,334	589,181	1,306,691

2016	33	18,114,093	44,113,095	548,912	1,336,760
2017	27	13,405,801	28,823,488	496,511	1,067,537
2018	27	13,505,657	28,887,800	500,210	1,069,919
2019	31	16,132,859	30,055,345	520,415	969,527

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	6	4,739,326	13,272,035	789,888	2,212,006
2008	86	30,732,227	68,156,357	357,351	792,516
2009	92	33,066,027	65,324,490	359,413	710,049
2010	99	43,701,496	94,856,548	441,429	958,147
2011	97	49,270,081	98,679,145	507,939	1,017,311
2012	102	52,035,388	111,922,649	510,151	1,097,281
2013	97	48,906,323	99,319,175	504,189	1,023,909
2014	96	46,144,329	93,223,576	480,670	971,079
2015	97	43,591,416	90,341,862	454,077	941,061
2016	96	37,224,458	85,895,558	387,755	894,745
2017	82	31,945,825	63,210,374	389,583	770,858
2018	88	134,472,208	273,552,838	1,528,093	3,108,555
2019	82	31,892,196	62,506,898	388,929	762,279

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	38	3,869,419	101,827
2008	217	13,123,671	60,758
2009	218	13,804,509	63,323
2010	248	18,719,288	75,481
2011	275	23,454,600	85,289
2012	307	27,756,232	90,411
2013	297	25,111,446	84,550
2014	306	24,563,414	80,273
2015	307	25,083,972	81,707
2016	312	24,691,092	79,138
2017	288	21,383,919	74,250
2018	266	21,285,631	82,184
2019	246	158,301,462	643,502