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:
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
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CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	2	610,641	1,443,531	305,320	721,765
2009	2	687,485	957,819	343,743	478,909
2010	2	859,608	1,355,781	429,804	677,891
2011	2	1,092,837	1,337,249	546,418	668,625
2012	2	1,085,677	1,357,161	542,839	678,581
2013	2	985,682	1,373,864	492,841	686,932
2014	4	820,829	1,622,179	205,207	405,545
2015	2	760,664	905,245	380,332	452,622
2016	2	683,390	1,447,051	341,695	723,525
2017	2	919,296	978,254	459,648	489,127
2019	2	444,992	1,631,820	222,496	815,910

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	10	2,744,619	6,571,947	274,462	657,195
2009	8	3,160,802	5,435,796	395,100	679,474
2010	10	4,127,452	8,332,823	412,745	833,282
2011	10	4,753,582	6,489,685	475,358	648,968
2012	10	4,919,484	6,560,258	491,948	656,026
2013	12	5,192,307	7,769,456	432,692	647,455
2014	8	3,613,521	5,517,692	451,690	689,712
2015	10	5,889,370	6,966,395	588,937	696,640
2016	8	2,454,629	5,342,602	306,829	667,825
2017	6	2,073,507	2,442,879	345,584	407,147
2018	8	102,873,307	204,950,332	12,859,163	25,618,791
2019	8	2,184,569	5,534,744	273,071	691,843

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	16	422,491	26,406
2009	10	617,339	61,734

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2010	14	1,153,472	82,391
2011	18	1,426,648	79,258
2012	16	1,483,097	92,694
2013	18	1,490,455	82,803
2014	22	1,299,325	59,060
2015	20	1,434,790	71,740
2016	20	1,168,678	58,434
2017	18	1,209,188	67,177
2018	16	1,047,598	65,475
2019	8	783,735	97,967