Country Report - Directors

CEO Biographies - (Where more than one CEO is named the position was held by both during the latest year) :

Sector:	Name:	Surname:	Gender	Director Nationality:	Age at Latest Year End:
Banking and Financial Services	Leonidas	Kirkinis	Male	South Africa	54
Industrial	Schalk	Venter	Male	0	0
Industrial	Brett	Kimber	Male	South Africa	58
Industrial	Schalk	Venter	Male	0	0
Industrial	Schalk	Venter	Male	0	0
Industrial	Robert E	Venter	Male	South Africa	62
Industrial	Robert E	Venter	Male	South Africa	62
Industrial	Mteto	Nyati	Male	South Africa	2022
Construction	HJ (Kobus)	Verster	Male	South Africa	57
Construction	HJ (Kobus)	Verster	Male	South Africa	57
Diversified Holdings	Brian	Joffe	Male	South Africa	76
Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Transport	MJ	Bolton	Male	South Africa	61
Transport	MJ	Bolton	Male	South Africa	61
Transport	MJ	Bolton	Male	South Africa	61
Transport	Lekau	Letsoalo	Male	South Africa	0
Retail	Hester Helena	Hickey	Female	South Africa	70
Retail	WF	de Jager	Male	South Africa	0
Retail	WF	de Jager	Male	South Africa	0
Industrial	Brian	Molefe	Male	South Africa	1022
Industrial	Matshela	Koko	Male	South Africa	0
Industrial	Tshediso	Matona	Male	South Africa	-2
Banking and Financial Services	Sizwe E	Nxasana	Male	South Africa	65
•	Johan Petrus	Burger	Male	South Africa	80
Retail		•	Male	South Africa	66
Retail	AD	•	Male	South Africa	66
Private Security	Nick	Buckles	Male	British	0
•	Mike R	Upton	Male	South Africa	63
	Eric CJ	Vemer			53
Construction	Eric CJ	Vemer	Male	South Africa	53
Construction	ST (Themba)	Mosai	Male	South Africa	0
	Eric CJ	Vemer	Male		53
	ST (Themba)	Mosai	Male		0
	,				71
•					71
•					62
•					70
•		•			41
•		•			54
•					68
•					56
	•	•			56
	•	•			-1
netail	Others	Dind	waie	Occur Africa	59
	Banking and Financial Services Industrial Industrial Industrial Industrial Industrial Industrial Industrial Industrial Construction Construction Diversified Holdings Diversified Holdings Transport Transport Transport Transport Retail Retail Industrial Industrial Industrial Industrial Industrial Industrial Industrial Eanking and Financial Services Banking and Financial Services Retail Private Security Construction Construction	Banking and Financial Services Industrial In	Banking and Financial Services Industrial In	Banking and Financial Services	Banking and Financial Services Leonidas Kirkinis Male South Africa Industrial Brett Kirmber Male O Industrial Brett Kirmber Male O Industrial Brett Kirmber Male O Industrial Schalk Venter Male O Industrial Schalk Venter Male O Industrial Robert E Venter Male South Africa Industrial Robert E Venter Male South Africa Industrial Robert E Venter Male South Africa Industrial Meto Nyati Male South Africa Industrial Meto Nyati Male South Africa Industrial Meto Nyati Male South Africa South Africa Onstruction HJ (Kobus) Verster Male South Africa Onstruction MJ Bolton Male South Africa Onstruction MJ MJ MJ South Africa Onstruction MJ MJ MJ MJ MJ MJ MJ M

Mr Price		Retail		Stuart	Bira	waie	South Africa	59
Nedbank		Banking and Fina	ancial Services	Michael WT	Brown	Male	South Africa	57
Network Health	ncare Holdings	Health		Richard H	Friedland	Male	South Africa	62
Network Health	ncare Holdings	Health		Richard H	Friedland	Male	South Africa	62
Network Health	ncare Holdings	Health		Richard H	Friedland	Male	South Africa	62
Pick n Pay Sto	res Ltd	Retail		Richard	Brasher	Male	British	65
Pick n Pay Sto	res Ltd	Retail		Richard	Brasher	Male	British	65
Reunert		Industrial		Allan	Dickson	Male	0	52
Reunert		Industrial		Allan	Dickson	Male	0	52
Reunert		Industrial		Allan	Dickson	Male	0	52
SABMiller		Food and Bevera	age	Alan	Clark	Male	South Africa	1015
SABMiller		Food and Bevera	age	Alan	Clark	Male	South Africa	1015
Sasol		Industrial		David E	Constable	Male	South Africa	1022
Sasol		Industrial		Bongani	Nqwababa	Male	South Africa	57
Sasol		Industrial		SR	Cornell	Male	0	0
Shoprite		Retail		James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite		Retail		James Wellwood (Whitey)	Basson	Male	South Africa	77
Spar		Retail		Graham O	O'Connor	Male	South Africa	65
Spar		Retail		Graham O	O'Connor	Male	South Africa	65
Standard Bank	Group	Banking and Fina	ancial Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank	Group	Banking and Fina	ancial Services	Kenny	Fihla	Male	South Africa	0
Standard Bank	Group	Banking and Fina	ancial Services	Margaret	Nienaber	Female	South Africa	0
Standard Bank	Group	Banking and Fina	ancial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank	Group	Banking and Fina	ancial Services	BJ (Ben)	Kruger	Male	South Africa	64
Standard Bank	Group	Banking and Fina	ancial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank	Group	Banking and Fina	ancial Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank	Group	Banking and Fina	ancial Services	Kenny	Fihla	Male	South Africa	0
Standard Bank	Group	Banking and Fina	ancial Services	Margaret	Nienaber	Female	South Africa	0
Standard Bank	Group	Banking and Fina	ancial Services	Sim	Tshabalala	Male	South Africa	56
Steinhoff Interr	national	Diversified Holdin	ngs	Markus J	Jooste	Male	South Africa	55
Steinhoff Interr	national	Diversified Holdin	ngs	Markus J	Jooste	Male	South Africa	55
Sun Internation	nal	Hospitality		Greame E	Stephens	Male	South Africa	60
Sun Internation	nal	Hospitality		Anthony (M)	Leeming	Male	South Africa	53
Sun Internation	nal	Hospitality		Anthony (M)	Leeming	Male	South Africa	53
Truworths		Retail		Michael	Mark	Male	South Africa	70
Truworths		Retail		Michael	Mark	Male	South Africa	70
Vodacom Grou	up Limited	Technology and	Telecommunications	Mohamed	Aziz Joosub	Male	South Africa	52
Vodacom Grou	up Limited	Technology and	Telecommunications	Mohamed	Aziz Joosub	Male	South Africa	52
WBHO		Construction		Elia Louw (Louwtjie)	Nel	Male	South Africa	0
WBHO		Construction		Elia Louw (Louwtjie)	Nel	Male	South Africa	0
Woolworths		Retail		lan	Moir	Male	Australia	64
Woolworths		Retail		lan	Moir	Male	Australia	64
CEO Remunei	ration - USD:							
Financial Yea	r: No. of CEOs	s: Total Salaries	Total Annual Remu	ıneration: Avg. of Salarie	s: Avg. of R	emunera	tion:	
2007	7	5,269,152	12,869,486	752,736	1,838,498			
2008	30	14,943,261	33,114,652	498,109	1,103,822			

Financial `	Year: No. of C	EOs: Total Salarie	s: Total Annual Re	muneration: Avg. of Salar	es: Avg. of Remuneration	on:
2007	7	5,269,152	12,869,486	752,736	1,838,498	
2008	30	14,943,261	33,114,652	498,109	1,103,822	
2009	30	17,033,567	31,702,561	567,786	1,056,752	
2010	33	22,079,617	47,727,287	669,079	1,446,281	
2011	33	26,367,313	55,448,657	799,009	1,680,262	
2012	34	27,390,796	57,952,473	805,612	1,704,485	
2013	34	26,455,147	53,867,160	778,093	1,584,328	
0044	0.5	05 007 700	40.000.400	700.004	4 405 500	

014 35	35 25	5,207,722	49,893,402	720,221	1,425,526
015 31	31 2	1,618,253	45,231,604	697,363	1,459,084
016 33	33 22	2,126,946	51,086,201	670,514	1,548,067
017 32	32 18	8,991,803	37,051,818	593,494	1,157,869
018 34	34 18	8,434,877	36,060,642	542,202	1,060,607
019 33	33 19	9,835,722	37,347,343	601,082	1,131,738
019 33	33 19	9,835,722	37,347,343	601,082	1,

Executive Director Remuneration - USD:

Financial	Year: No. of E	Ds: Total Salarie	s: Total Annual Rem	uneration: Avg. of Sala	ries: Avg. of Remunera	ation:
0	1	0	0	0	0	
2007	18	8,389,921	20,428,594	466,107	1,134,922	
2008	111	38,016,631	80,164,291	342,492	722,201	
2009	119	40,497,788	77,929,007	340,318	654,866	
2010	121	51,727,798	110,412,673	427,502	912,501	
2011	117	59,002,148	123,914,578	504,292	1,059,099	
2012	123	61,035,591	132,327,841	496,224	1,075,836	
2013	120	59,022,627	126,015,099	491,855	1,050,126	
2014	115	53,375,316	108,931,929	464,133	947,234	
2015	111	47,832,551	103,674,704	430,924	934,006	
2016	110	41,089,425	94,695,695	373,540	860,870	
2017	96	36,717,846	70,634,045	382,478	735,771	
2018	105	90,206,771	183,073,647	867,373	1,760,324	
2019	90	36,434,063	72,490,645	404,823	805,452	

Non-Executive Director Remuneration - USD:

Financial	Year: No. of NE	Ds: Total Salaries	s: Average Fees:
0	1	38,286,424	38,286,424
2007	65	4,981,788	76,643
2008	261	15,136,794	58,218
2009	265	15,886,679	59,950
2010	268	21.404.668	79.868
2011	287	25,801,311	89,900
2012	312	28,282,396	90.649
2013	291	25,580,163	87,904
2014	294	24,051,221	81,807
2015	296	26,239,226	88,646
2016	295	24.406.542	82,734
2017	262	21,242,561	81,078
2018	289	21,241,368	73,500
2019	254	160.173.742	630,605
_0.0	204	100,170,742	000,000