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:
African Bank Investments	Banking and Financial Services	Leonidas	Kirkinis	Male	South Africa	54
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Brett	Kimber	Male	South Africa	58
African Oxygen	Industrial	Schalk	Venter	Male	0	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
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	Lekau	Letsoalo	Male	South Africa	0
Cashbuild	Retail	WF	de Jager	Male	South Africa	0
Cashbuild	Retail	Hester Helena	Hickey	Female	South Africa	70
Cashbuild	Retail	WF	de Jager	Male	South Africa	0
Eskom Holdings Limited	Industrial	Tshediso	Matona	Male	South Africa	-2
Eskom Holdings Limited	Industrial	Brian	Molefe	Male	South Africa	1022
Eskom Holdings Limited	Industrial	Matshela	Koko	Male	South Africa	0
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
Foschini	Retail	AD	Murray	Male	South Africa	66
Foschini	Retail	AD	Murray	Male	South Africa	66
G4S plc	Private Security	Nick	Buckles	Male	British	0
Group Five	Construction	Mike R	Upton	Male	South Africa	63
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
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
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	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Mitchell	Slape	Male	United States	-1
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pick n Pay Stores 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 Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	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 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
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
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Sun International	Hospitality	Greame E	Stephens	Male	South Africa	60
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Sun International	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 Group Limited	Technology and Telecommunications	Mohamed	Aziz Joosub	Male	South Africa	52
Vodacom Group 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	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	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
2014	35	25,207,722	49,893,402	720,221	1,425,526
2015	31	21,618,253	45,231,604	697,363	1,459,084
2016	33	22,126,946	51,086,201	670,514	1,548,067
2017	32	18,991,803	37,051,818	593,494	1,157,869
2018	34	18,434,877	36,060,642	542,202	1,060,607
2019	33	19,835,722	37,347,343	601,082	1,131,738

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
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 NEDs:	Total Salaries:	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

2019	254	160,173,742	630,605