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:
Accor	Hospitality	Denis	Hennequin	Male	France	54
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
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Sodexo	Financial Services	Michel	Landel	Male	France	61
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
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
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CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	4	2,477,872	5,866,950	619,468	1,466,738
2008	5	4,285,006	6,507,255	857,001	1,301,451
2009	5	5,278,606	7,278,490	1,055,721	1,455,698
2010	5	7,131,914	10,342,509	1,426,383	2,068,502
2011	7	10,653,052	35,526,876	1,521,865	5,075,268
2012	8	12,544,267	19,978,212	1,568,033	2,497,276
2013	8	11,640,150	17,353,916	1,455,019	2,169,239
2014	8	9,626,996	13,761,300	1,203,375	1,720,163

2015	7	8,691,937	15,316,985	1,241,705	2,188,141
2016	6	8,031,334	18,143,501	1,338,556	3,023,917
2017	6	5,541,318	7,084,617	923,553	1,180,769
2018	8	4,358,742	8,037,572	544,843	1,004,697
2019	8	4,769,983	9,189,625	596,248	1,148,703

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	12	3,954,966	9,716,231	329,580	809,686
2008	24	11,143,797	18,390,109	464,325	766,255
2009	26	11,700,550	18,751,219	450,021	721,201
2010	25	15,448,342	26,130,550	617,934	1,045,222
2011	32	22,395,347	57,506,555	699,855	1,797,080
2012	32	24,698,151	48,638,696	771,817	1,519,959
2013	30	21,519,883	39,805,307	717,329	1,326,844
2014	31	19,909,394	32,920,257	642,239	1,061,944
2015	28	17,104,500	35,331,295	610,875	1,261,832
2016	25	14,259,974	31,428,873	570,399	1,257,155
2017	22	10,208,329	17,573,677	464,015	798,803
2018	21	9,542,248	19,834,374	454,393	944,494
2019	12	5,694,140	10,923,969	474,512	910,331

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	29	2,267,943	78,205
2008	53	3,577,267	67,496
2009	48	3,873,806	80,704
2010	52	4,835,475	92,990
2011	62	6,832,885	110,208
2012	79	7,710,462	97,601
2013	63	5,758,367	91,403
2014	62	5,361,549	86,477
2015	52	6,021,974	115,807
2016	59	7,082,092	120,035
2017	45	4,338,231	96,405
2018	42	4,121,248	98,125
2019	31	143,472,989	4,628,161