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 Oxygen	Industrial	Brett	Kimber	Male	South Africa	58
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
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
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
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
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
Illovo	Food and Beverage	Gavin B	Dalgleish	Male	South Africa	51
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	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
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
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015

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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
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
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
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
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	7	5,277,036	13,474,611	753,862	1,924,944
2008	18	10,903,161	24,581,744	605,731	1,365,652
2009	19	12,361,869	23,380,129	650,625	1,230,533
2010	19	15,719,859	31,145,929	827,361	1,639,259
2011	20	19,691,042	37,548,473	984,552	1,877,424
2012	22	21,006,549	42,256,391	954,843	1,920,745
2013	21	19,338,182	34,929,864	920,866	1,663,327
2014	26	18,209,367	32,876,611	700,360	1,264,485
2015	21	14,660,252	29,441,343	698,107	1,401,969
2016	21	15,827,612	37,455,708	753,696	1,783,605
2017	19	10,734,907	22,978,479	564,995	1,209,394
2018	19	9,226,463	20,121,178	485,603	1,059,009
2019	21	11,539,182	22,189,428	549,485	1,056,639

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	24	9,345,923	23,650,536	389,413	985,439
2008	75	27,191,115	58,449,827	362,548	779,331
2009	84	29,974,220	59,716,819	356,836	710,915
2010	85	38,293,386	81,226,261	450,510	955,603
2011	90	45,713,951	92,228,651	507,933	1,024,763
2012	96	48,190,090	104,999,045	501,980	1,093,740
2013	87	44,723,616	91,208,179	514,065	1,048,370
2014	84	40,644,066	78,226,320	483,858	931,266
2015	84	36,466,589	74,541,010	434,126	887,393

2015	84	36,466,589	74,541,010	434,126	887,393
2016	75	30,960,743	70,490,031	412,810	939,867
2017	65	22,596,038	48,944,183	347,631	752,987
2018	67	73,357,469	152,778,344	1,094,888	2,280,274
2019	55	20,656,774	41,034,818	375,578	746,088

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	1	0	0
2007	57	4,479,490	78,588
2008	172	10,055,956	58,807
2009	172	11,160,021	64,884
2010	180	14,487,177	80,484
2011	196	17,656,610	90,085
2012	212	20,822,821	98,221
2013	188	16,074,252	85,501
2014	200	16,818,198	84,091
2015	196	17,949,048	91,577
2016	197	17,453,107	88,594
2017	155	12,257,098	79,078
2018	155	12,223,093	79,371
2019	140	151,732,323	1,083,802