

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 |
| AngloGold Ashanti | Mining | Kelvin | Dushnisky | Male | Canada | 0 |
| AngloGold Ashanti | Mining | S (Venkat) | Venkatakrishnan | Male | British | 58 |
| AngloGold Ashanti | Mining | S (Venkat) | Venkatakrishnan | Male | British | 58 |
| AngloGold Ashanti | Mining | S (Venkat) | Venkatakrishnan | Male | British | 58 |
| AngloGold Ashanti | Mining | Kelvin | Dushnisky | Male | Canada | 0 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| Eskom Holdings Limited | Industrial | Tshediso | Matona | 0 | 0 | 0 |
| Eskom Holdings Limited | Industrial | Brian | Molefe | Male | South Africa | 1021 |
| Eskom Holdings Limited | Industrial | Matshela | Koko | Male | South Africa | 0 |
| G4S plc | Private Security | Nick | Buckles | Male | British | 0 |
| Gold Fields | Mining | Nicholas J | Holland | Male | South Africa | 63 |
| Gold Fields | Mining | Nicholas J | Holland | Male | South Africa | 63 |
| Gold Fields | Mining | Nicholas J | Holland | Male | South Africa | 63 |
| 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 | Marius | Swanepoel | Male | South Africa | 70 |
| Imperial Holdings | Transport | Mohammed | Akoojee | Male | South Africa | 41 |
| 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 |

CEO Remuneration - USD:

| Financial Year: | No. of CEOs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|--------------|-----------------|----------------------------|-------------------|-----------------------|
| 2007 | 4 | 1,805,053 | 3,477,228 | 451,263 | 869,307 |
| 2008 | 9 | 4,464,006 | 7,321,190 | 496,001 | 813,466 |
| 2009 | 7 | 3,998,706 | 7,479,648 | 571,244 | 1,068,521 |
| 2010 | 7 | 4,820,222 | 10,670,915 | 688,603 | 1,524,416 |
| 2011 | 8 | 6,525,600 | 15,250,038 | 815,700 | 1,906,255 |
| 2012 | 8 | 6,933,116 | 11,444,174 | 866,639 | 1,430,522 |
| 2013 | 9 | 6,355,953 | 9,722,931 | 706,217 | 1,080,326 |
| 2014 | 8 | 4,666,666 | 8,657,142 | 519,698 | 865,827 |

| | | | | | |
|------|---|-------------|-------------|------------|------------|
| 2014 | 9 | 4,662,292 | 8,957,130 | 518,032 | 995,237 |
| 2015 | 9 | 3,248,493 | 5,952,033 | 360,944 | 661,337 |
| 2016 | 8 | 3,396,457 | 6,399,404 | 424,557 | 799,926 |
| 2017 | 9 | 4,026,567 | 6,221,223 | 447,396 | 691,247 |
| 2018 | 9 | 4,517,945 | 8,902,690 | 501,994 | 989,188 |
| 2019 | 8 | 272,933,014 | 422,447,131 | 34,116,627 | 52,805,891 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|-------------|-----------------|----------------------------|-------------------|-----------------------|
| 2007 | 7 | 2,714,390 | 5,411,989 | 387,770 | 773,141 |
| 2008 | 24 | 9,155,215 | 16,413,794 | 381,467 | 683,908 |
| 2009 | 21 | 8,879,525 | 17,020,377 | 422,835 | 810,494 |
| 2010 | 25 | 11,664,008 | 25,650,060 | 466,560 | 1,026,002 |
| 2011 | 26 | 16,191,910 | 34,126,693 | 622,766 | 1,312,565 |
| 2012 | 27 | 16,713,432 | 31,108,376 | 619,016 | 1,152,162 |
| 2013 | 26 | 13,482,253 | 24,910,264 | 518,548 | 958,087 |
| 2014 | 25 | 11,030,328 | 21,938,645 | 441,213 | 877,546 |
| 2015 | 26 | 10,113,836 | 17,566,237 | 388,994 | 675,624 |
| 2016 | 24 | 7,481,817 | 15,034,164 | 311,742 | 626,424 |
| 2017 | 23 | 9,013,027 | 15,838,269 | 391,871 | 688,620 |
| 2018 | 23 | 60,304,052 | 121,285,132 | 2,621,915 | 5,273,267 |
| 2019 | 16 | 413,884,021 | 592,653,077 | 25,867,751 | 37,040,817 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2007 | 30 | 1,445,050 | 48,168 |
| 2008 | 70 | 3,224,688 | 46,067 |
| 2009 | 63 | 3,326,850 | 52,807 |
| 2010 | 62 | 4,657,219 | 75,116 |
| 2011 | 70 | 7,404,356 | 105,777 |
| 2012 | 83 | 7,937,450 | 95,632 |
| 2013 | 67 | 6,473,226 | 96,615 |
| 2014 | 66 | 5,430,663 | 82,283 |
| 2015 | 72 | 5,897,435 | 81,909 |
| 2016 | 68 | 5,341,476 | 78,551 |
| 2017 | 64 | 5,869,878 | 91,717 |
| 2018 | 75 | 8,491,869 | 113,225 |
| 2019 | 54 | 144,807,507 | 2,681,621 |