# **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           | 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                       |
| 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          | Male    | South Africa          | -2                      |
| Eskom Holdings Limited | Industrial       | Brian       | Molefe          | Male    | South Africa          | 1022                    |
| 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          | 64                      |
| Gold Fields            | Mining           | Nicholas J  | Holland         | Male    | South Africa          | 64                      |
| Gold Fields            | Mining           | Nicholas J  | Holland         | Male    | South Africa          | 64                      |
| 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        | 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                      |
| Imperial Holdings      | Transport        | Marius      | Swanepoel       | Male    | South Africa          | 70                      |

### CEO Remuneration - USD:

| Financial \ | Year: No. of | CEOs: Total Salaries | s: Total Annual Re | muneration: Avg. of Salarie | s: 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                |
| 0014        | ^            | 4 000 000            | 0.057.400          | F10 000                     | 005 007                  |

| 2014 | 9 | 4,002,292   | 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 ED | s: Total Salaries | s: Total Annual | Remuneration: Avg. of Salaries | E: 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 NE | EDs: Total Salaries | s: 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        |