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
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
AfroCentric Investments Corporation	Health	Dewald	Dempers	Male	South Africa	1022
AfroCentric Investments Corporation	Health	AV	van Buuren	Male	South Africa	0
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Mteto	Nyati	Male	South Africa	2022
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
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
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	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
Group Five	Construction	Mike R	Upton	Male	South Africa	63
Investec	Banking and Financial Services	Stephen	Koseff	Male	South Africa	72
Investec	Banking and Financial Services	Stephen	Koseff	Male	South Africa	72
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	50

Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
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
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

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	17	8,171,951	19,330,268	480,703	1,137,075
2009	17	9,179,823	19,518,438	539,990	1,148,143
2010	17	12,598,730	27,160,589	741,102	1,597,682
2011	19	17,022,676	56,567,902	895,930	2,977,258
2012	20	18,278,622	35,956,799	913,931	1,797,840
2013	22	17,013,200	33,823,051	773,327	1,537,411
2014	25	16,921,467	32,240,228	676,859	1,289,609
2015	21	13,839,270	29,402,430	659,013	1,400,116
2016	24	14,012,625	34,880,225	583,859	1,453,343
2017	23	14,158,406	30,658,454	615,583	1,332,976
2018	23	10,559,475	25,938,732	459,108	1,127,771
2019	25	13,990,948	30,659,874	559,638	1,226,395

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	12	3,954,966	9,716,231	329,580	809,686
2008	66	20,677,149	53,418,513	313,290	809,371
2009	73	23,677,047	55,773,323	324,343	764,018
2010	75	30,861,687	99,173,754	411,489	1,322,317
2011	74	37,884,379	115,605,289	511,951	1,562,234
2012	82	41,205,949	82,166,767	502,512	1,002,034
2013	80	37,768,074	90,336,424	472,101	1,129,205
2014	74	34,747,040	80,496,829	469,555	1,087,795

2014	74	34,747,040	80,496,829	469,555	1,087,795
2015	74	32,621,788	82,806,023	446,874	1,134,329
2016	77	26,965,281	71,912,980	350,198	933,935
2017	70	27,910,834	66,862,504	398,726	955,179
2018	71	76,021,211	171,667,202	1,070,721	2,417,848
2019	65	26,321,081	61,204,516	404,940	941,608

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	29	2,267,943	78,205
2008	150	10,082,611	67,669
2009	154	9,933,606	64,504
2010	165	14,400,346	87,275
2011	197	16,859,491	85,581
2012	219	18,460,972	84,297
2013	207	17,979,892	86,859
2014	214	17,403,648	81,325
2015	205	17,815,676	86,906
2016	212	16,061,450	75,762
2017	211	18,211,810	86,312
2018	191	16,512,568	86,453
2019	174	15,005,273	86,237