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:
ABSA	Banking and Financial Services	Maria	Ramos	Female	South Africa	53
Adcorp Holdings limited	Education,Bus Training & Employment	Richard L	Pike	Male	South Africa	61
Adcorp Holdings limited	Education,Bus Training & Employment	Richard L	Pike	Male	South Africa	61
Adcorp Holdings limited	Education,Bus Training & Employment	Innocent	Dutiro	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Brett	Kimber	Male	South Africa	58
African Oxygen	Industrial	Schalk	Venter	Male	0	0
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Mteto	Nyati	Male	South Africa	2022
Astral Foods	Food and Beverage	Christiaan Ernst	Schutte	Male	South Africa	63
Astral Foods	Food and Beverage	Christiaan Ernst	Schutte	Male	South Africa	63
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
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
Barloworld Limited	Diversified Holdings	Dominic	Sewela	Male	South Africa	0
Barloworld Limited	Diversified Holdings	Dominic	Sewela	Male	South Africa	0
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	Lekau	Letsoalo	Male	South Africa	0
Crookes Brothers	Food and Beverage	GS	Clarke	Male	South Africa	0
Crookes Brothers	Food and Beverage	GS	Clarke	Male	South Africa	0
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
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	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
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	Mitchell	Slape	Male	United States	-1
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
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
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pretoria Portland Cement	Construction	DJ	Castle	Male	0	0
Pretoria Portland Cement	Construction	DJ	Castle	Male	0	0
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
Sasol	Industrial	David E	Constable	Male	South Africa	1022
Sasol	Industrial	Bongani	Nqwababa	Male	South Africa	57
Sasol	Industrial	SR	Cornell	Male	0	0
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
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	Zwell	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
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Tongaat Hulett	Food and Beverage	Peter H	Staude	Male	South Africa	67
Tsogo Sun Holdings	Hospitality	Marcel N	von Aulock	Male	South Africa	49
Tsogo Sun Holdings	Hospitality	Marcel N	von Aulock	Male	South Africa	49
Tsogo Sun Holdings	Hospitality	Keith	Randall	Male	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
Woolworths	Retail	Ian	Moir	Male	Australia	64
Woolworths	Retail	Ian	Moir	Male	Australia	64

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	8	6,029,606	15,676,552	753,701	1,959,569
2008	31	17,529,214	39,951,589	565,459	1,288,761
2009	35	20,522,162	39,066,013	586,347	1,116,172
2010	37	27,549,128	57,424,722	744,571	1,552,020
2011	36	30,727,178	61,701,065	853,533	1,713,918
2012	39	32,892,796	65,984,698	843,405	1,691,915
2013	41	31,884,764	66,043,798	777,677	1,610,824
2014	44	30,918,720	63,589,945	702,698	1,445,226
2015	38	26,845,871	55,279,681	706,470	1,454,728
2016	39	26,996,796	58,672,906	692,226	1,504,433
2017	39	23,071,943	49,273,444	591,588	1,263,422
2018	40	22,106,026	48,237,980	552,651	1,205,949
2019	37	23,584,856	44,800,177	637,429	1,210,816

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	28	11,059,010	29,088,493	394,965	1,038,875
2008	126	45,343,733	98,803,211	359,871	784,152
2009	132	48,990,440	96,661,088	371,140	732,281
2010	148	65,869,619	141,031,294	445,065	952,914
2011	143	72,749,195	148,637,323	508,736	1,039,422
2012	155	76,644,310	159,813,606	494,479	1,031,056
2013	149	73,553,138	158,875,788	493,645	1,066,280
2014	143	67,693,509	139,891,656	473,381	978,263
2015	140	64,533,892	133,343,006	460,956	952,450
2016	133	53,819,109	114,870,397	404,655	863,687

2016	133	53,819,109	114,870,397	404,655	863,687
2017	122	48,114,498	102,777,543	397,640	849,401
2018	119	149,190,749	304,615,152	1,253,704	2,559,791
2019	95	41,457,243	82,093,411	436,392	864,141

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	2	0	0
2007	79	6,089,022	77,076
2008	271	18,893,860	69,977
2009	279	21,160,265	75,843
2010	322	30,328,158	94,480
2011	329	32,080,683	97,510
2012	364	36,390,779	99,975
2013	355	34,142,694	96,177
2014	360	33,419,103	92,831
2015	355	32,491,599	91,784
2016	363	31,125,119	85,744
2017	320	27,534,546	86,045
2018	313	26,494,886	86,303
2019	283	164,147,628	580,027