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
African Bank Investments	Banking and Financial Services	Leonidas	Kirkinis	Male	South Africa	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	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Mteto	Nyati	Male	South Africa	2022
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
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
Basil Read	Construction	Neville F	Nicolau	Male	South Africa	58
Basil Read	Construction	Neville F	Nicolau	Male	South Africa	58
Basil Read	Construction	Khathutshelo	Mapasa	Male	South Africa	0
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	Lekau	Letsoalo	Male	South Africa	0
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
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
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
Exxaro	Mining	Sipho A	Nkosi	Male	South Africa	69
Exxaro	Mining	Mxolisi	Mgojo	Male	South Africa	63
Exxaro	Mining	Mxolisi	Mgojo	Male	South Africa	63
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

FirstRand Bank	Banking and Financial Services	Johan Petrus	Burger	Male	South Africa	80
Foschini	Retail	AD	Murray	Male	South Africa	66
Foschini	Retail	AD	Murray	Male	South Africa	66
G4S plc	Private Security	Nick	Buckles	Male	British	0
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
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
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
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
Mediclinic	Health	Danie P	Meintjes	Male	South Africa	65
Mediclinic	Health	Danie P	Meintjes	Male	South Africa	65
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
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pioneer Foods	Food and Beverage	Tertius A	Carstens	Male	South Africa	57
Pioneer Foods	Food and Beverage	Phil	Roux	Male	South Africa	0
RMB Holdings	Banking and Financial Services	Peter	Cooper	Male	South Africa	67

RMB Holdings	Banking and Financial Services	Peter	Cooper	Male	South Africa	67
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
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
Sasol	Industrial	SR	Cornell	Male	0	0
Sasol	Industrial	David E	Constable	Male	South Africa	1022
Sasol	Industrial	Bongani	Nqwababa	Male	South Africa	57
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Sodexo	Financial Services	Michel	Landel	Male	France	61
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	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
Sun International	Hospitality	Greame E	Stephens	Male	South Africa	60
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Tongaat Hulett	Food and Beverage	Peter H	Staude	Male	South Africa	67
Truworths	Retail	Michael	Mark	Male	South Africa	70
Truworths	Retail	Michael	Mark	Male	South Africa	70
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	9	7,066,903	19,313,301	785,211	2,145,922
2008	37	19,137,791	40,879,973	517,238	1,104,864
2009	41	21,639,241	41,366,755	527,786	1,008,945
2010	45	29,472,741	59,623,064	654,950	1,324,957
2011	42	33,424,630	66,421,480	795,825	1,581,464
2012	46	36,088,437	70,749,057	784,531	1,538,023
2013	51	36,852,416	74,205,912	722,596	1,455,018
2014	50	33,225,243	66,712,491	666,705	1,334,249

2014	50	33,335,243	66,712,401	666,705	1,334,248
2015	45	29,221,754	61,817,712	649,372	1,373,727
2016	46	29,369,690	66,397,506	638,472	1,443,424
2017	45	27,019,378	54,351,152	600,431	1,207,803
2018	46	26,949,864	54,090,108	585,867	1,175,872
2019	45	296,586,567	466,900,576	6,590,813	10,375,568

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	26	12,684,575	34,619,395	487,868	1,331,515
2008	142	48,272,126	99,210,564	339,945	698,666
2009	158	52,650,162	102,177,568	333,229	646,693
2010	166	70,265,818	144,422,830	423,288	870,017
2011	161	77,744,263	155,556,133	482,884	966,187
2012	164	82,602,306	167,745,924	503,673	1,022,841
2013	164	79,153,882	163,766,547	482,646	998,577
2014	152	69,822,821	145,645,423	459,361	958,194
2015	151	64,537,966	137,005,839	430,253	913,372
2016	145	56,113,093	126,976,748	386,987	875,702
2017	133	52,237,078	107,801,986	395,735	816,682
2018	133	105,698,483	215,960,442	794,725	1,623,763
2019	117	457,906,116	679,554,987	3,913,727	5,808,162

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	2	38,336,424	19,168,212
2007	84	7,105,761	84,592
2008	347	20,647,756	59,676
2009	365	21,238,628	58,188
2010	392	27,438,716	70,176
2011	403	34,140,342	84,715
2012	435	36,913,068	84,858
2013	428	33,439,659	78,130
2014	410	32,667,675	79,677
2015	399	34,143,730	85,573
2016	417	33,356,995	79,993
2017	395	34,054,902	86,215
2018	401	38,868,673	97,172
2019	357	173,143,594	484,996