## 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: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 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 |
| Bidvest | Diversified Holdings | Brian | Joffe | Male | South Africa | 76 |
| Bidvest | Diversified Holdings | Lindsay P | Ralphs | Male | South Africa | 67 |
| Woolworths | Retail | Ian | Moir | Male | Australia | 63 |
| Woolworths | Retail | Ian | Moir | Male | Australia | 63 |

CEO Remuneration - USD:
Financial Year:|No. of CEEOS:|otal Salaries:|rat Annual Remuneration:|Avg. of Salaries:|Avg. of Remuneration:

| A |  |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 2008 | 4 | $1,868,319$ | $4,394,438$ | 467,080 | $1,098,609$ |
| 2009 | 4 | $1,959,916$ | $3,872,174$ | 489,979 | 968,044 |
| 2010 | 5 | $2,850,285$ | $8,538,062$ | 570,057 | $1,707,612$ |
| 2011 | 5 | $3,439,685$ | $7,348,138$ | 687,937 | $1,469,628$ |
| 2012 | 4 | $3,216,645$ | $6,407,613$ | 804,161 | $1,601,903$ |
| 2013 | 4 | $3,183,068$ | $6,503,523$ | 795,767 | $1,625,881$ |
| 2014 | 6 | $3,011,861$ | $6,114,368$ | 501,977 | $1,019,061$ |
| 2015 | 3 | $1,738,549$ | $3,719,143$ | 579,516 | $1,239,714$ |
| 2016 | 5 | $3,500,475$ | $7,410,983$ | 700,095 | $1,482,197$ |
| 2017 | 4 | $3,050,229$ | $3,805,370$ | 762,557 | 951,342 |
| 2018 | 2 | $2,048,806$ | $3,419,733$ | $1,024,403$ | $1,709,867$ |
| 2019 | 4 | $2,825,015$ | $5,425,892$ | 706,254 | $1,356,473$ |

## Executive Director Remuneration - USD

| cial Year: | No. of EDS: | Otal Saries: | Iotal Annual Remuneration: | Avg. of Salaries: | AVg. of Remuneration: |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 26 | 7,915,357 | 17,626,965 | 304,437 | 677,960 |
| 2009 | 23 | 8,617,222 | 16,316,360 | 374,662 | 709,407 |
| 2010 | 26 | 10,867,817 | 28,100,884 | 417,993 | 1,080,803 |
| 2011 | 24 | 11,775,788 | 23,381,519 | 490,658 | 974,230 |
| 2012 | 22 | 12,342,710 | 21,879,097 | 561,032 | 994,504 |
| 2013 | 23 | 10,936,512 | 20,747,183 | 475,501 | 902,051 |
| 2014 | 19 | 9,215,257 | 17,379,312 | 485,014 | 914,701 |
| 2015 | 20 | 10,272,849 | 16,902,235 | 513,642 | 845,112 |
| 2016 | 20 | 7,857,612 | 16,600,636 | 392,881 | 830,032 |
| 2017 | 16 | 7,661,140 | 9,907,961 | 478,821 | 619,248 |
| 2018 | 19 | 108,512,773 | 213,574,910 | 5,711,199 | 11,240,785 |
| 2019 | 17 | 7,020,196 | 13,737,249 | 412,953 | 808,073 |

## Non-Executive Director Remuneration - USD:

| Financial | Year: | No. of NEDS: | Total Salaries: |
| :--- | :---: | :---: | :---: |
| 2008 | 37 | $1,108,222$ | 29,952 |
| 2009 | 29 | $1,264,274$ | 43,596 |
| 2010 | 35 | $2,170,307$ | 62,009 |
| 2011 | 45 | $3,018,625$ | 67,081 |
| 2012 | 47 | $3,332,516$ | 70,905 |
| 2013 | 46 | $3,232,045$ | 70,262 |
| 2014 | 44 | $2,665,381$ | 60,577 |
| 2015 | 43 | $3,204,983$ | 74,534 |
| 2016 | 43 | $2,948,881$ | 68,579 |
| 2017 | 37 | $3,457,594$ | 93,448 |
| 2018 | 37 | $2,868,876$ | 77,537 |
| 2019 | 29 | $2,375,095$ | 81,900 |

