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
Accor	Hospitality	Denis	Hennequin	Male	France	54
Altron	Industrial	Mteto	Nyati	Male	South Africa	2022
Altron	Industrial	Robert E	Venter	Male	South Africa	62
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
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
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
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
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	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
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
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	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Rob	Shuter	Male	South Africa	0
MTN Group	Technology and Telecommunications	RS (Prior)	Dabengwa	Male	South Africa	66
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55

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Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
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
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
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	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
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
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
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
Tiger Brands	Food and Beverage	Peter B	Matlare	Male	South Africa	0
Tiger Brands	Food and Beverage	Lawrence	Mac Dougall	Male	0	0
Truworths	Retail	Michael	Mark	Male	South Africa	70
Truworths	Retail	Michael	Mark	Male	South Africa	70
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
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	6,801,240	17,744,864	755,693	1,971,652
2008	23	12,222,275	30,878,216	531,403	1,342,531
2009	24	13,898,045	27,705,167	579,085	1,154,382
2010	24	18,925,555	44,183,240	788,565	1,840,968
2011	26	24,192,382	69,391,686	930,476	2,668,911
2012	30	26,258,480	55,072,309	875,283	1,835,744

2013	27	23,089,712	48,547,977	855,175	1,798,073
2014	30	20,752,347	41,670,689	691,745	1,389,023
2015	29	19,342,372	40,746,557	666,978	1,405,054
2016	27	18,173,834	43,462,921	673,105	1,609,738
2017	28	17,725,500	35,595,001	633,054	1,271,250
2018	29	17,254,108	34,506,056	594,969	1,189,864
2019	29	18,710,530	33,418,505	645,191	1,152,362

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	26	12,128,824	31,437,355	466,493	1,209,129
2008	77	28,173,642	66,881,318	365,891	868,589
2009	83	30,513,179	61,397,209	367,629	739,725
2010	84	40,343,399	92,219,929	480,279	1,097,856
2011	80	47,639,197	125,418,403	595,490	1,567,730
2012	93	51,167,609	107,397,667	550,189	1,154,814
2013	85	45,059,108	99,835,417	530,107	1,174,534
2014	86	39,983,143	85,958,360	464,920	999,516
2015	87	38,395,064	81,628,088	441,323	938,254
2016	85	32,344,280	76,493,384	380,521	899,922
2017	79	34,376,360	67,259,558	435,144	851,387
2018	79	85,547,686	171,970,505	1,082,882	2,176,842
2019	66	31,046,896	60,353,726	470,408	914,450

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	2	38,614,688	19,307,344
2007	95	7,724,624	81,312
2008	234	15,392,185	66,061
2009	226	15,516,321	68,656
2010	240	20,650,468	86,044
2011	270	25,601,241	94,819
2012	302	29,292,324	96,994
2013	253	23,258,465	91,931
2014	263	22,256,034	84,624
2015	267	22,498,975	84,266
2016	266	20,573,045	77,342
2017	251	20,113,631	80,134
2018	252	22,271,721	90,905
2019	229	159,290,063	695,590