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:
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
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
Discovery	Banking and Financial Services	Adrian	Gore	Male	South Africa	59
Discovery	Banking and Financial Services	Adrian	Gore	Male	South Africa	59
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
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
Investec	Banking and Financial Services	Stephen	Koseff	Male	South Africa	72
Investec	Banking and Financial Services	Stephen	Koseff	Male	South Africa	72
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
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Pioneer Foods	Food and Beverage	Phil	Roux	Male	South Africa	0
Pioneer Foods	Food and Beverage	Tertius A	Carstens	Male	South Africa	57
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
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	PJ (Ben)	Kruger	Male	South Africa	64

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
Xstrata	Mining	Michael (Mick)	Davis	Male	South Africa	55

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	2	2,436,383	7,962,167	1,218,191	3,981,084
2008	15	12,520,633	27,719,153	834,709	1,847,944
2009	16	13,586,791	29,307,803	849,174	1,831,738
2010	18	15,601,265	41,165,874	866,737	2,286,993
2011	16	16,428,241	45,021,501	1,026,765	2,813,844
2012	16	16,400,773	33,810,515	1,025,048	2,113,157
2013	20	15,952,308	37,611,828	797,615	1,880,591
2014	19	14,835,387	35,049,439	780,810	1,844,707
2015	17	12,360,475	33,842,607	727,087	1,990,742
2016	19	14,117,851	33,976,647	743,045	1,788,245
2017	16	10,564,377	27,696,690	660,274	1,731,043
2018	19	12,176,979	30,546,498	640,894	1,607,710
2019	20	14,600,316	31,371,919	730,016	1,568,596

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	3	3,526,844	10,739,954	1,175,615	3,579,985
2008	59	27,937,323	62,158,720	473,514	1,053,538
2009	65	31,392,136	72,174,012	482,956	1,110,369
2010	65	36,154,701	116,145,372	556,226	1,786,852
2011	62	39,773,358	111,036,130	641,506	1,790,905
2012	63	39,407,617	83,067,283	625,518	1,318,528
2013	65	37,999,083	94,862,793	584,601	1,459,428
2014	58	33,765,194	87,060,527	582,159	1,501,044
2015	62	32,065,291	93,399,360	525,661	1,531,137
2016	61	30,041,416	76,756,811	492,482	1,258,308
2017	52	24,679,325	71,444,109	483,908	1,400,865
2018	57	25,689,241	75,772,465	450,688	1,329,341
2019	59	29,478,091	67,862,057	499,629	1,150,204

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	28	3,553,845	126,923

2008	169	18,436,291	109,090
2009	187	19,195,487	102,650
2010	188	26,825,427	142,688
2011	194	25,558,800	131,746
2012	202	28,415,215	140,669
2013	198	25,624,162	129,415
2014	195	26,795,314	137,412
2015	186	23,738,501	127,626
2016	194	24,180,557	124,642
2017	182	23,196,795	127,455
2018	178	22,261,649	125,772
2019	166	21,917,521	132,033