## 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 | 61 |
| Altron | Industrial | Robert E | Venter | Male | South Africa | 61 |
| Altron | Industrial | Mteto | Nyati | Male | South Africa | 2021 |
| Mr Price | Retail | Stuart | Bird | Male | South Africa | 59 |
| Mr Price | Retail | Stuart | Bird | Male | South Africa | 59 |
| MTN Group | Technology and Telecommunications | RS (Prior) | Dabengwa | Male | South Africa | 65 |
| MTN Group | Technology and Telecommunications | Phuthuma | Nhleko | Male | South Africa | 63 |
| MTN Group | Technology and Telecommunications | Phuthuma | Nhleko | Male | South Africa | 63 |
| MTN Group | Technology and Telecommunications | Rob | Shuter | Male | South Africa | 0 |
| Pretoria Portland Cement | Construction | DJ | Castle | Male | 0 | 0 |
| Pretoria Portland Cement | Construction | DJ | Castle | Male | 0 | 0 |
| Sanlam | Banking and Financial Services | Johan | van Zyl | Male | South Africa | 66 |
| Sanlam | Banking and Financial Services | Ian | Kirk | Male | 0 | 0 |
| Sanlam | Banking and Financial Services | Ian | Kirk | Male | 0 | 0 |

CEO Remuneration - USD:

| Financal Year: | No. of CEEOS: | 1otal Salaries: | Iotal Annual Remuneration: | Avg. of Salaries: | \|Avg. of Remuneration: |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2007 | 1 | 846,950 | 2,305,957 | 846,950 | 2,305,957 |
| 2008 | 4 | 2,218,380 | 5,744,861 | 554,595 | 1,436,215 |
| 2009 | 5 | 2,295,036 | 4,531,228 | 459,007 | 906,246 |
| 2010 | 4 | 3,267,299 | 8,220,861 | 816,825 | 2,055,215 |
| 2011 | 4 | 2,828,474 | 5,866,444 | 707,119 | 1,466,611 |
| 2012 | 5 | 3,304,539 | 6,858,709 | 660,908 | 1,371,742 |
| 2013 | 6 | 3,371,455 | 7,328,849 | 561,909 | 1,221,475 |
| 2014 | 5 | 2,828,977 | 7,610,815 | 565,795 | 1,522,163 |
| 2015 | 7 | 3,054,254 | 7,429,109 | 436,322 | 1,061,301 |
| 2016 | 5 | 3,735,702 | 8,216,554 | 747,140 | 1,643,311 |
| 2017 | 5 | 2,818,259 | 6,415,478 | 563,652 | 1,283,096 |
| 2018 | 7 | 3,196,893 | 9,760,536 | 456,699 | 1,394,362 |
| 2019 | 6 | 3,470,375 | 7,839,553 | 578,396 | 1,306,592 |

## Executive Director Remuneration - USD:

Financial Year:|No. of ADS: rotal Salares:|rotal Annual Remuneration: Avg. of Salaries:|Avg. of Remuneration:

| 3 | $1,756,879$ |
| :--- | :--- |
| 18 | $6,008,464$ |
| 21 | $6,202,633$ |
| 18 | $8,279,944$ |
| 19 | $7,616,480$ |
| 21 | $8,525,066$ |
| n1 | onen aqn |


| $4,322,695$ | 585,626 | $1,440,898$ |
| :--- | :--- | :--- |
| $13,671,705$ | 333,804 | 759,539 |
| $11,581,566$ | 295,363 | 551,503 |
| $17,058,326$ | 459,997 | 947,685 |
| $22,878,336$ | 400,867 | $1,204,123$ |
| $18,058,775$ | 405,956 | 859,942 |
| 16 101 290 | 201000 | 771172 |


| cuio | 41 | o,voc,00< | 10,154,0<9 | vo4,005 | 111,1/0 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2014 | 16 | 6,252,053 | 16,175,216 | 390,753 | 1,010,951 |
| 2015 | 17 | 6,408,519 | 13,655,827 | 376,972 | 803,284 |
| 2016 | 17 | 6,249,043 | 15,811,927 | 367,591 | 930,113 |
| 2017 | 14 | 6,509,968 | 14,415,551 | 464,998 | 1,029,682 |
| 2018 | 14 | 5,519,614 | 15,057,749 | 394,258 | 1,075,553 |
| 2019 | 13 | 5,385,915 | 14,818,318 | 414,301 | 1,139,871 |

## Non-Executive Director Remuneration - USD:



