

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 |

CEO Remuneration - USD:

| Financial Year: | No. of CEOs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|--------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 1 | 305,320 | 721,765 | 305,320 | 721,765 |
| 2009 | 1 | 343,743 | 478,909 | 343,743 | 478,909 |
| 2010 | 1 | 429,804 | 677,891 | 429,804 | 677,891 |
| 2011 | 1 | 546,418 | 668,625 | 546,418 | 668,625 |
| 2012 | 1 | 542,839 | 678,581 | 542,839 | 678,581 |
| 2013 | 1 | 492,841 | 686,932 | 492,841 | 686,932 |
| 2014 | 2 | 410,415 | 811,090 | 205,207 | 405,545 |
| 2015 | 1 | 380,332 | 452,622 | 380,332 | 452,622 |
| 2016 | 1 | 341,695 | 723,525 | 341,695 | 723,525 |
| 2017 | 1 | 459,648 | 489,127 | 459,648 | 489,127 |
| 2019 | 1 | 222,496 | 815,910 | 222,496 | 815,910 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|-------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 5 | 1,372,310 | 3,285,973 | 274,462 | 657,195 |
| 2009 | 4 | 1,580,401 | 2,717,898 | 395,100 | 679,474 |
| 2010 | 5 | 2,063,726 | 4,166,412 | 412,745 | 833,282 |
| 2011 | 5 | 2,376,791 | 3,244,842 | 475,358 | 648,968 |
| 2012 | 5 | 2,459,742 | 3,280,129 | 491,948 | 656,026 |
| 2013 | 6 | 2,596,154 | 3,884,728 | 432,692 | 647,455 |
| 2014 | 4 | 1,806,761 | 2,758,846 | 451,690 | 689,712 |
| 2015 | 5 | 2,944,685 | 3,483,198 | 588,937 | 696,640 |
| 2016 | 4 | 1,227,315 | 2,671,301 | 306,829 | 667,825 |
| 2017 | 3 | 1,036,753 | 1,221,440 | 345,584 | 407,147 |
| 2018 | 4 | 51,436,654 | 102,475,166 | 12,859,163 | 25,618,791 |
| 2019 | 4 | 1,092,285 | 2,767,372 | 273,071 | 691,843 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2008 | 8 | 211,245 | 26,406 |
| 2009 | 5 | 308,669 | 61,734 |
| 2010 | 7 | 576,736 | 82,391 |
| 2011 | 6 | 712,324 | 70,258 |

| | | | |
|------|----|---------|--------|
| 2011 | 9 | 113,324 | 19,200 |
| 2012 | 8 | 741,548 | 92,694 |
| 2013 | 9 | 745,227 | 82,803 |
| 2014 | 11 | 649,662 | 59,060 |
| 2015 | 10 | 717,395 | 71,740 |
| 2016 | 10 | 584,339 | 58,434 |
| 2017 | 9 | 604,594 | 67,177 |
| 2018 | 8 | 523,799 | 65,475 |
| 2019 | 4 | 391,867 | 97,967 |