

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: |
|------------|--------------|--------------|----------|---------|-----------------------|-------------------------|
| Basil Read | Construction | Neville F | Nicolau | Male | South Africa | 58 |
| Basil Read | Construction | Neville F | Nicolau | Male | South Africa | 58 |
| Basil Read | Construction | Khathutshelo | Mapasa | Male | South Africa | 0 |

CEO Remuneration - USD:

| Financial Year: | No. of CEOs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|--------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 1 | 324,782 | 1,372,853 | 324,782 | 1,372,853 |
| 2009 | 1 | 335,284 | 1,401,282 | 335,284 | 1,401,282 |
| 2010 | 1 | 449,459 | 1,836,870 | 449,459 | 1,836,870 |
| 2011 | 1 | 428,725 | 1,635,871 | 428,725 | 1,635,871 |
| 2012 | 1 | 377,635 | 434,686 | 377,635 | 434,686 |
| 2013 | 1 | 322,854 | 1,509,516 | 322,854 | 1,509,516 |
| 2014 | 3 | 315,264 | 1,494,546 | 105,088 | 498,182 |
| 2015 | 1 | 344,415 | 393,242 | 344,415 | 393,242 |
| 2016 | 1 | 353,380 | 575,901 | 353,380 | 575,901 |
| 2017 | 2 | 355,410 | 399,486 | 177,705 | 199,743 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|-------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 1 | 324,782 | 1,372,853 | 324,782 | 1,372,853 |
| 2009 | 2 | 432,767 | 1,671,576 | 216,383 | 835,788 |
| 2010 | 3 | 1,056,864 | 2,865,705 | 352,288 | 955,235 |
| 2011 | 3 | 1,049,250 | 2,763,910 | 349,750 | 921,303 |
| 2012 | 3 | 972,634 | 1,309,610 | 324,211 | 436,537 |
| 2013 | 4 | 630,297 | 2,076,593 | 157,574 | 519,148 |
| 2014 | 5 | 410,477 | 1,604,555 | 82,095 | 320,911 |
| 2015 | 3 | 592,651 | 671,761 | 197,550 | 223,920 |
| 2016 | 3 | 931,015 | 1,190,266 | 310,338 | 396,755 |
| 2017 | 3 | 563,129 | 656,273 | 187,710 | 218,758 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2008 | 7 | 263,180 | 37,597 |
| 2009 | 8 | 301,154 | 37,644 |
| 2010 | 7 | 413,654 | 59,093 |
| 2011 | 5 | 347,161 | 69,432 |
| 2012 | 8 | 396,057 | 49,507 |
| 2013 | 8 | 461,927 | 57,741 |

| | | | |
|------|---|---------|--------|
| 2013 | 0 | 401,927 | 57,741 |
| 2014 | 9 | 430,702 | 47,856 |
| 2015 | 7 | 273,041 | 39,006 |
| 2016 | 8 | 344,215 | 43,027 |
| 2017 | 8 | 437,083 | 54,635 |