

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

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 | 401,921 | 51,141 |
| 2014 | 9 | 430,702 | 47,856 |
| 2015 | 7 | 273,041 | 39,006 |
| 2016 | 8 | 344,215 | 43,027 |
| 2017 | 8 | 437,083 | 54,635 |