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:
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
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

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	1	549,819	1,702,660	549,819	1,702,660
2009	1	575,973	693,661	575,973	693,661
2010	1	781,795	939,795	781,795	939,795
2011	1	774,931	957,479	774,931	957,479
2012	1	773,780	1,501,463	773,780	1,501,463
2013	3	1,464,792	3,903,333	488,264	1,301,111
2014	3	1,419,668	2,855,032	473,223	951,677
2015	2	1,185,031	2,983,856	592,516	1,491,928
2016	2	1,235,974	4,634,666	617,987	2,317,333
2017	1	579,530	1,500,587	579,530	1,500,587
2018	4	1,570,019	3,610,029	392,505	902,507
2019	4	2,211,004	4,868,478	552,751	1,217,119

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	1	549,819	1,702,660	549,819	1,702,660
2009	2	917,152	1,684,572	458,576	842,286
2010	2	1,240,386	1,486,245	620,193	743,123
2011	2	1,340,997	1,624,100	670,499	812,050
2012	2	1,336,829	2,835,000	668,415	1,417,500
2013	5	2,450,000	5,771,979	490,000	1,154,396
2014	4	1,911,634	3,913,112	477,909	978,278
2015	3	1,618,574	4,012,853	539,525	1,337,618
2016	4	1,595,640	5,941,279	398,910	1,485,320
2017	3	1,573,221	4,034,629	524,407	1,344,876

2017	3	1,573,221	4,034,629	524,407	1,344,876
2018	6	2,550,060	6,285,924	425,010	1,047,654
2019	5	2,655,117	5,877,347	531,023	1,175,469

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	18	2,046,525	113,696
2008	19	2,115,115	111,322
2009	18	1,984,969	110,276
2010	19	2,535,071	133,425
2011	16	2,304,155	144,010
2012	15	2,265,366	151,024
2013	14	2,093,906	149,565
2014	19	2,460,295	129,489
2015	14	1,961,834	140,131
2016	16	2,083,725	130,233
2017	19	2,731,842	143,781
2018	15	2,553,252	170,217
2019	15	2,537,593	169,173