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:
Adcock Ingram	Health	Kevin	Wakeford	Male	South Africa	63
Adcock Ingram	Health	Andy G	Hall	Male	South Africa	61
AfroCentric Investments Corporation	Health	Dewald	Dempers	Male	South Africa	1022
AfroCentric Investments Corporation	Health	AV	van Buuren	Male	South Africa	0
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	Lekau	Letsoalo	Male	South Africa	0
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
Grindrod	Transport	Alan K	Olivier	Male	South Africa	63
Grindrod	Transport	Alan K	Olivier	Male	South Africa	63
Grindrod	Transport	Andrew G	Waller	Male	South Africa	61
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Mike R	Upton	Male	South Africa	63
Impala Platinum	Mining	Terence	Goodlace	Male	South Africa	64
Impala Platinum	Mining	Nico	Muller	Male	0	0
Impala Platinum	Mining	Nico	Muller	Male	0	0
Imperial Holdings	Transport	Mohammed	Akoojee	Male	South Africa	41
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Osman S	Arbee	Male	South Africa	62

Imperial Holdings	Transport	Marius	Swanepoel	Male	South Africa	70
Lafarge	Industrial	Bruno	Lafont	Male	France	56
Liberty Holdings	Banking and Financial Services	Thabo	Dloti	Male	South Africa	54
Liberty Holdings	Banking and Financial Services	David	Munro	Male	British	68
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Mitchell	Slape	Male	United States	-1
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pretoria Portland Cement	Construction	DJ	Castle	Male	0	0
Pretoria Portland Cement	Construction	DJ	Castle	Male	0	0
Reunert	Industrial	Allan	Dickson	Male	0	52
Reunert	Industrial	Allan	Dickson	Male	0	52
Reunert	Industrial	Allan	Dickson	Male	0	52
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
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
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
Tiger Brands	Food and Beverage	Peter B	Matlare	Male	South Africa	0
Tiger Brands	Food and Beverage	Lawrence	Mac Dougall	Male	0	0
Tongaat Hulett	Food and Beverage	Peter H	Staude	Male	South Africa	67
Truworths	Retail	Michael	Mark	Male	South Africa	70
Truworths	Retail	Michael	Mark	Male	South Africa	70
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0

WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	11	9,193,925	24,818,798	835,811	2,256,254
2008	28	15,326,052	33,376,422	547,359	1,192,015
2009	29	16,454,704	32,367,214	567,404	1,116,111
2010	31	22,366,501	45,201,838	721,500	1,458,124
2011	31	25,967,624	53,421,398	837,665	1,723,271
2012	31	25,762,693	53,328,492	831,055	1,720,274
2013	35	24,913,497	48,645,086	711,814	1,389,860
2014	39	25,201,014	50,416,096	646,180	1,292,720
2015	31	20,483,602	37,902,631	660,761	1,222,666
2016	35	20,244,239	50,756,534	578,407	1,450,187
2017	33	18,983,989	39,855,591	575,272	1,207,745
2018	33	17,145,787	36,173,460	519,569	1,096,165
2019	32	18,969,403	38,589,829	592,794	1,205,932

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
0	1	0	0	0	0
2007	36	17,697,816	45,800,734	491,606	1,272,243
2008	102	34,266,787	74,353,939	335,949	728,960
2009	109	38,128,928	76,871,457	349,807	705,243
2010	116	50,874,938	105,197,847	438,577	906,878
2011	115	56,317,384	117,731,189	489,716	1,023,749
2012	110	54,946,343	113,479,783	499,512	1,031,634
2013	113	54,112,679	113,754,053	478,873	1,006,673
2014	109	50,604,611	106,826,245	464,262	980,057
2015	107	45,458,410	86,495,109	428,853	815,992
2016	109	40,395,418	95,645,573	370,600	877,482
2017	105	40,504,268	88,099,939	389,464	847,115
2018	101	88,380,343	182,141,473	883,803	1,821,415
2019	86	35,366,576	72,656,303	411,239	844,841

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	1	50,000	50,000
2007	83	7,429,107	89,507
2008	248	14,696,245	59,499
2009	249	14,750,762	59,240
2010	277	18,991,309	68,809
2011	289	22,922,010	79,315
2012	297	25,762,870	86,744
2013	293	20,923,780	71,412

2013	293	20,923,780	71,412
2014	306	23,587,250	77,083
2015	304	23,174,365	76,483
2016	306	20,708,372	67,674
2017	289	21,568,599	74,632
2018	277	20,394,660	73,627
2019	250	159,712,162	638,849