

# 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:
Glencore Xstrata Mining		Ivan	Glaserberg	Male	South Africa	67
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CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2013	1	1,445,313	1,506,250	1,445,313	1,506,250
2014	1	1,447,000	1,513,000	1,447,000	1,513,000
2015	1	1,447,000	1,510,000	1,447,000	1,510,000
2016	1	1,447,000	1,509,000	1,447,000	1,509,000
2017	1	1,447,000	1,513,000	1,447,000	1,513,000
2018	1	1,447,000	1,503,000	1,447,000	1,503,000
2019	1	1,447,000	1,503,000	1,447,000	1,503,000

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2013	3	2,723,438	2,817,188	907,813	939,063
2014	1	1,447,000	1,513,000	1,447,000	1,513,000
2015	1	1,447,000	1,510,000	1,447,000	1,510,000
2016	1	1,447,000	1,509,000	1,447,000	1,509,000
2017	1	1,447,000	1,513,000	1,447,000	1,513,000
2018	1	1,447,000	1,503,000	1,447,000	1,503,000
2019	1	1,447,000	1,503,000	1,447,000	1,503,000

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2013	13	2,150,000	165,385
2014	7	2,179,000	311,286
2015	7	2,271,000	324,429
2016	7	2,271,000	324,429
2017	8	2,484,000	310,500
2018	8	2,509,000	313,625
2019	6	2,445,000	407,500