## 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: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Barloworld Limited | Diversified Holdings | Dominic | Sewela | Male | South Africa | 0 |
| Barloworld Limited | Diversified Holdings | Dominic | Sewela | Male | South Africa | 0 |
| Bidvest | Diversified Holdings | Brian | Joffe | Male | South Africa | 75 |
| Bidvest | Diversified Holdings | Lindsay P | Ralphs | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| 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 |  | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging |  | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter | Oswald | Male | Germany | 0 |
| Sappi | Paper and Packaging | Stephen (Steve) | $R$ Binnie | Male | South Africa | 55 |
| Sappi | Paper and Packaging | Stephen (Steve) | $R$ Binnie | Male | South Africa | 55 |
| Sappi | Paper and Packaging | Stephen (Steve) | $R$ Binnie | Male | South Africa | 55 |
| Sappi | Paper and Packaging | Stephen (Steve) | $R$ Binnie | Male | South Africa | 55 |

CEO Remuneration - USD:

|  |  | 0. of CECOS: | 10 | a A | \|Avg. 0 | \|Avg. 0 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 4 |  | 3,299,316 | 6,331,773 | 824,829 | 1,582,943 |
| 2009 | 4 |  | 3,143,873 | 5,980,796 | 785,968 | 1,495,199 |
| 2010 | 4 |  | 3,854,516 | 7,674,414 | 963,629 | 1,918,604 |
| 2011 | 4 |  | 4,292,923 | 9,858,715 | 1,073,23 | 2,464,679 |
| 2012 | 4 |  | 4,232,065 | 9,639,071 | 1,058,016 | 2,409,768 |
| 2013 | 5 |  | 5,587,571 | 10,722,50 | 1,117,514 | 2,144,500 |
| 2014 | 6 |  | 5,825,666 | 16,684,13 | 970,944 | 2,780,689 |
| 2015 | 5 |  | 3,671,644 | 7,040,524 | 734,329 | 1,408,105 |
| 2016 | 6 |  | 5,309,934 | 10,502,75 | 884,989 | 1,750,460 |
| 2017 | 6 |  | 3,872,286 | 9,591,665 | 645,381 | 1,598,611 |
| 2018 | 5 |  | 4,570,349 | 9,704,819 | 914,070 | 1,940,964 |
| 2015 | 5 |  | 4,909,042 | 8,340,668 | 981,808 | 1,668,134 |

## Executive Director Remuneration - USD:

Financial Year:|No. of EDS: rotal Salaries: rotal Annual Remuneration:|Avg. of Salaries:|Avg. of Remuneration:

| 23 | n1 | 8,989,923 | $17,423,607$ | 390,866 |
| :--- | :--- | :--- | :--- | :--- |


| cuvy | 41 |  |  |
| :---: | :---: | :---: | :---: |
| ,0<u,0.0 | 11,0ソ0,0-5 |  |  |
| 2010 | 22 | 11,722,196 | 23,707,180 |
| 2011 | 21 | 12,639,666 | 27,651,722 |
| 2012 | 21 | 13,213,185 | 27,723,291 |
| 2013 | 22 | 14,161,722 | 30,355,208 |
| 2014 | 20 | 13,036,015 | 32,336,102 |
| 2015 | 19 | 10,395,253 | 21,508,559 |
| 2016 | 19 | 10,430,030 | 21,271,484 |
| 2017 | 17 | 7,452,098 | 21,445,583 |
| 2018 | 13 | 7,035,181 | 15,629,375 |
| 2019 | 14 | 7,280,351 | 13,417,407 |

$400,1<1$
532,827
601,889
629,199
643,715
651,801
547,119
548,949
465,756
541,168
520,025
520,025 958,386

## Non-Executive Director Remuneration - USD:

| \|-inancia | Year:\|No. of Nalds:|otal Salaries: | Average Fees: |  |
| :--- | :---: | :---: | :---: |
| 2008 | 39 | $3,633,128$ | 93,157 |
| 2009 | 37 | $3,251,012$ | 87,865 |
| 2010 | 41 | $3,930,745$ | 95,872 |
| 2011 | 43 | $4,080,555$ | 94,897 |
| 2012 | 49 | $4,680,762$ | 95,526 |
| 2013 | 58 | $6,360,537$ | 109,664 |
| 2014 | 48 | $6,535,864$ | 136,164 |
| 2015 | 45 | $6,353,327$ | 141,185 |
| 2016 | 48 | $7,528,238$ | 156,838 |
| 2017 | 47 | $7,009,037$ | 149,128 |
| 2018 | 47 | $6,500,502$ | 138,309 |
| 2019 | 47 | $6,350,548$ | 135,118 |

