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	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
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

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	1	1,419,949	2,263,739	1,419,949	2,263,739
2009	1	1,171,243	1,963,202	1,171,243	1,963,202
2010	1	1,261,167	2,547,123	1,261,167	2,547,123
2011	1	1,283,368	2,479,830	1,283,368	2,479,830
2012	1	1,298,883	2,622,174	1,298,883	2,622,174
2013	2	2,765,388	4,731,589	1,382,694	2,365,794
2014	2	2,879,076	5,751,825	1,439,538	2,875,912
2015	3	2,916,963	5,388,570	972,321	1,796,190
2016	2	2,620,054	4,556,298	1,310,027	2,278,149
2017	2	1,921,157	2,876,323	960,578	1,438,161
2018	2	2,685,205	4,953,736	1,342,602	2,476,868
2019	2	2,674,778	4,096,967	1,337,389	2,048,483

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	3	2,749,464	3,937,016	916,488	1,312,339
2009	3	2,851,391	4,571,809	950,464	1,523,936
2010	3	3,063,178	5,578,701	1,021,059	1,859,567
2011	3	3,154,497	5,809,081	1,051,499	1,936,360
2012	3	3,116,391	5,962,755	1,038,797	1,987,585
2013	6	5,981,734	13,032,130	996,956	2,172,022
2014	4	4,913,899	11,024,602	1,228,475	2,756,150
2015	5	4,759,254	9,872,961	951,851	1,974,592
2016	4	4,303,808	8,448,880	1,075,952	2,112,220
2017	5	3,471,530	9,577,636	867,883	2,394,409
2018	3	3,438,331	6,965,847	1,146,110	2,321,949

2018	3	3,438,331	6,965,647	1,146,110	2,321,949
2019	3	3,430,662	5,672,010	1,143,554	1,890,670

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	5	1,223,697	244,739
2009	6	1,087,092	181,182
2010	6	1,273,204	212,201
2011	6	1,227,831	204,639
2012	6	1,302,642	217,107
2013	20	3,483,341	174,167
2014	13	3,647,101	280,546
2015	13	3,560,400	273,877
2016	13	3,434,462	264,189
2017	15	4,062,063	270,804
2018	15	3,782,198	252,147
2019	13	3,667,999	282,154