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:
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Rob	Shuter	Male	South Africa	0
MTN Group	Technology and Telecommunications	RS (Prior)	Dabengwa	Male	South Africa	66
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	846,950	2,305,957	846,950	2,305,957
2008	1	785,732	2,413,301	785,732	2,413,301
2009	1	783,850	1,828,711	783,850	1,828,711
2010	1	1,289,788	4,374,190	1,289,788	4,374,190
2011	1	987,950	3,120,222	987,950	3,120,222
2012	1	1,025,000	2,870,610	1,025,000	2,870,610
2013	1	928,438	3,004,167	928,438	3,004,167
2014	1	861,865	2,275,716	861,865	2,275,716
2015	2	1,052,194	3,217,241	526,097	1,608,621
2016	1	2,180,233	4,955,741	2,180,233	4,955,741
2017	1	845,781	2,968,158	845,781	2,968,158
2018	1	1,061,042	2,980,764	1,061,042	2,980,764
2019	1	1,199,155	3,314,323	1,199,155	3,314,323

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	3	1,756,879	4,322,695	585,626	1,440,898
2008	3	1,615,357	4,897,944	538,452	1,632,648
2009	4	1,720,578	3,565,602	430,144	891,401
2010	3	2,440,156	6,545,585	813,385	2,181,862
2011	3	1,976,870	11,785,596	658,957	3,928,532
2012	2	1,638,415	4,559,390	819,207	2,279,695
2013	3	1,492,708	4,322,708	497,569	1,440,903
2014	2	1,375,900	3,507,849	687,950	1,753,924
2015	3	1,645,219	3,909,169	548,406	1,303,056
2016	3	2,614,462	7,115,116	871,487	2,371,705
2017	3	2,745,561	7,377,550	915,187	2,459,183
2018	2	1,633,472	4,545,972	816,736	2,272,986
2019	2	1,833,345	7,908,738	916,672	3,954,369

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	1	328,264	328,264
2007	11	1,484,255	134,932
2008	11	1,319,589	119,872

2008	11	1,219,589	110,872
2009	8	1,115,358	139,420
2010	11	2,008,786	182,617
2011	11	1,678,393	152,581
2012	11	1,611,829	146,530
2013	12	1,593,854	132,821
2014	12	1,354,201	112,850
2015	13	1,681,583	129,353
2016	15	1,760,683	117,379
2017	13	1,370,263	105,405
2018	14	1,773,958	126,711
2019	17	2,320,629	136,508