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:
ACSA	Transport	Bongani	Maseko	Male	South Africa	1022
ACSA	Transport	Bongani	Maseko	Male	South Africa	1022
ACSA	Transport	Bongani	Maseko	Male	South Africa	1022
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
AngloGold Ashanti	Mining	Kelvin	Dushnisky	Male	Canada	0
AngloGold Ashanti	Mining	Kelvin	Dushnisky	Male	Canada	0
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
FirstRand Bank	Banking and Financial Services	Sizwe E	Nxasana	Male	South Africa	65
FirstRand Bank	Banking and Financial Services	Johan Petrus	Burger	Male	South Africa	80
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
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
Naspers	Media	B van	Dijk	Male	0	45
Naspers	Media	B van	Dijk	Male	0	45
Naspers	Media	B van	Dijk	Male	0	45
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
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
Xstrata	Mining	Michael (Mick)	Davis	Male	South Africa	55

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	3	3,548,996	11,836,562	1,182,999	3,945,521
2008	8	8,646,661	17,045,885	1,080,833	2,130,736
2009	9	9,169,794	18,770,721	1,018,866	2,085,636
2010	10	10,652,732	25,991,934	1,065,273	2,599,193
2011	9	10,991,563	29,085,848	1,221,285	3,231,761
2012	10	11,503,114	22,601,375	1,150,311	2,260,138
2013	16	10,997,416	23,021,829	687,338	1,438,864
2014	12	9,723,732	20,280,406	810,311	1,690,034
2015	11	9,576,768	19,127,127	870,615	1,738,830
2016	12	9,743,217	21,864,396	811,935	1,822,033
2017	10	9,347,977	21,575,556	934,798	2,157,556
2018	15	10,747,030	24,072,883	716,469	1,604,859
2019	12	278,501,658	435,097,682	23,208,471	36,258,140

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	6	5,839,475	18,244,689	973,246	3,040,782
2008	21	15,547,298	29,490,872	740,348	1,404,327
2009	24	16,724,028	39,267,428	696,835	1,636,143
2010	24	18,956,883	46,280,083	789,870	1,928,337
2011	25	20,595,485	53,667,815	823,819	2,146,713
2012	28	21,918,397	49,373,479	782,800	1,763,339
2013	30	17,567,198	35,427,155	585,573	1,180,905
2014	25	15,754,004	35,318,230	630,160	1,412,729
2015	26	17,178,192	38,131,316	660,700	1,466,589
2016	28	17,587,426	40,755,513	628,122	1,455,554
2017	26	17,648,451	42,587,253	678,787	1,637,971
2018	35	20,480,174	51,038,554	585,148	1,458,244
2019	27	425,117,768	621,506,429	15,745,103	23,018,757

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	1	50,000	50,000
2007	28	4,419,237	157,830
2008	91	11,630,721	127,810
2009	96	12,852,134	133,876
2010	99	16,525,276	166,922
2011	103	17,042,740	165,463
2012	108	19,393,449	179,569
2013	120	17,107,649	142,564
2014	127	19,336,433	152,255
2015	114	18,058,120	158,405
2016	120	19,252,694	160,439
2017	119	20,425,055	171,639

2017	119	20,425,055	171,639
2018	111	22,196,451	199,968
2019	109	19,892,183	182,497