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

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