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:
ABSA	Banking and Financial Services	Maria	Ramos	Female	South Africa	53
Accor	Hospitality	Denis	Hennequin	Male	France	54
ACSA	Transport	Bongani	Maseko	Male	South Africa	1022
ACSA	Transport	Bongani	Maseko	Male	South Africa	1022
ACSA	Transport	Bongani	Maseko	Male	South Africa	1022
Adcock Ingram	Health	Kevin	Wakeford	Male	South Africa	63
Adcock Ingram	Health	Andy G	Hall	Male	South Africa	61
Adcorp Holdings limited	Education,Bus Training & Employment	Richard L	Pike	Male	South Africa	61
Adcorp Holdings limited	Education,Bus Training & Employment	Richard L	Pike	Male	South Africa	61
Adcorp Holdings limited	Education,Bus Training & Employment	Innocent	Dutiro	Male	0	0
AECI	Industrial	Mark	Dytor	Female	South Africa	62
AECI	Industrial	Mark	Dytor	Female	South Africa	62
AECI	Industrial	Mark	Dytor	Female	South Africa	62
African Bank Investments	Banking and Financial Services	Leonidas	Kirkinis	Male	South Africa	54
African Oxygen	Industrial	Brett	Kimber	Male	South Africa	58
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Rainbow Minerals	Mining	Mike	Schmidt	Male	South Africa	0
African Rainbow Minerals	Mining	Mike	Schmidt	Male	South Africa	0
African Rainbow Minerals	Mining	Mike	Schmidt	Male	South Africa	0
AfroCentric Investments Corporation	Health	Dewald	Dempers	Male	South Africa	1022
AfroCentric Investments Corporation	Health	AV	van Buuren	Male	South Africa	0
Altron	Industrial	Mteto	Nyati	Male	South Africa	2022
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
Anglo American Platinum	Mining	Chris I	Griffith	Male	South Africa	59
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
Anglo-Vaal Industries	Food and Beverage	Simon	Crutchley	Male	South Africa	0
Anglo-Vaal Industries	Food and Beverage	Simon	Crutchley	Male	South Africa	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

AngloGold Ashanti	Mining	Kelvin	Dushnisky	Male	Canada	0
ArcelorMittal SA	Industrial	Nonkululeko	Nyembezi-Heita	Female	South Africa	64
ArcelorMittal SA	Industrial	Paul	O'Flaherty	Male	South Africa	61
ArcelorMittal SA	Industrial	Paul	O'Flaherty	Male	South Africa	61
ArcelorMittal SA	Industrial	Dean	Subramanian	Male	0	0
ArcelorMittal SA	Industrial	WA (Wim)	de Klerk	Male	South Africa	60
ArcelorMittal SA	Industrial	Dean	Subramanian	Male	0	0
ArcelorMittal SA	Industrial	WA (Wim)	de Klerk	Male	South Africa	60
ArcelorMittal SA	Industrial	HJ (Kobus)	Verster	Male	South Africa	57
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
Assore limited	Mining	Charles	Walters	Male	South Africa	0
Assore limited	Mining	Charles	Walters	Male	South Africa	0
Assore limited	Mining	Christopher	Cory	Male	South Africa	67
Astral Foods	Food and Beverage	Christiaan Ernst	Schutte	Male	South Africa	63
Astral Foods	Food and Beverage	Christiaan Ernst	Schutte	Male	South Africa	63
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barclays Africa Group	Banking and Financial Services	Maria	Ramos	Female	South Africa	58
Barloworld Limited	Diversified Holdings	Dominic	Sewela	Male	South Africa	0
Barloworld Limited	Diversified Holdings	Dominic	Sewela	Male	South Africa	0
Basil Read	Construction	Neville F	Nicolau	Male	South Africa	58
Basil Read	Construction	Neville F	Nicolau	Male	South Africa	58
Basil Read	Construction	Khathutshelo	Mapasa	Male	South Africa	0
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	Lekau	Letsoalo	Male	South Africa	0
Cashbuild	Retail	WF	de Jager	Male	South Africa	0
Cashbuild	Retail	Hester Helena	Hickey	Female	South Africa	70
Cashbuild	Retail	WF	de Jager	Male	South Africa	0
Caxton CTP	Media	Terry D	Moolman	Male	South Africa	0
Caxton CTP	Media	Terry D	Moolman	Male	South Africa	0
Caxton CTP	Media	Terry D	Moolman	Male	South Africa	0
City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66
City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66
City Lodge Hotels	Hospitality	Clifford	Ross	Male	South Africa	66
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Crookes Brothers	Food and Beverage	GS	Clarke	Male	South Africa	0
Crookes Brothers	Food and Beverage	GS	Clarke	Male	South Africa	0
Datacentrix	Industrial	Zwakele	Ntshepe	Male	South Africa	0

Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Daniel	Du Toit	Male	0	0
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Daniel	Du Toit	Male	0	0
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Daniel	Du Toit	Male	0	0
Denel	Industrial	Zwalakhe	Ntshepe	Male	South Africa	0
Denel	Industrial	Daniel	Du Toit	Male	0	0
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Denel	Industrial	Daniel	Du Toit	Male	0	0
Denel	Industrial	Riaz	Saloojee	Male	South Africa	56
Discovery	Banking and Financial Services	Adrian	Gore	Male	South Africa	59
Discovery	Banking and Financial Services	Adrian	Gore	Male	South Africa	59
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
EDF - France Electricity	Electricity	Henri	Proglio	Male	France	63
Eskom Holdings Limited	Industrial	Tshediso	Matona	Male	South Africa	-2
Eskom Holdings Limited	Industrial	Brian	Molefe	Male	South Africa	1022
Eskom Holdings Limited	Industrial	Matshela	Koko	Male	South Africa	0
Exxaro	Mining	Mxolisi	Mgojo	Male	South Africa	63
Exxaro	Mining	Sipho A	Nkosi	Male	South Africa	69
Exxaro	Mining	Mxolisi	Mgojo	Male	South Africa	63
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
Foschini	Retail	AD	Murray	Male	South Africa	66
Foschini	Retail	AD	Murray	Male	South Africa	66
G4S plc	Private Security	Nick	Buckles	Male	British	0
GDF Suez	Electricity	Gerard	Mestrallet	Male	France	64
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
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
Grindrod	Transport	Alan K	Olivier	Male	South Africa	62

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
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Mike R	Upton	Male	South Africa	63
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Harmony Gold	Mining	Graham	Briggs	Male	Australia	70
Harmony Gold	Mining	Peter	Steenkamp	Male	South Africa	0
Harmony Gold	Mining	Peter	Steenkamp	Male	South Africa	0
Hosken Consolidated Investments	Diversified Holdings	John	Copelyn	Male	South Africa	0
Hosken Consolidated Investments	Diversified Holdings	John	Copelyn	Male	South Africa	0
Illovo	Food and Beverage	Gavin B	Dalgleish	Male	South Africa	51
Impala Platinum	Mining	Terence	Goodlace	Male	South Africa	64
Impala Platinum	Mining	Nico	Muller	Male	0	0
Impala Platinum	Mining	Nico	Muller	Male	0	0
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Osman S	Arbee	Male	South Africa	62
Imperial Holdings	Transport	Marius	Swanepoel	Male	South Africa	70
Imperial Holdings	Transport	Mohammed	Akoojee	Male	South Africa	41
Investec	Banking and Financial Services	Stephen	Koseff	Male	South Africa	72
Investec	Banking and Financial Services	Stephen	Koseff	Male	South Africa	72
Invicta Holdings	Industrial	CE	Walters	Male	South Africa	55
Invicta Holdings	Industrial	A	Goldstone	Male	South Africa	62
Invicta Holdings	Industrial	A	Goldstone	Male	South Africa	62
Invicta Holdings	Industrial	A	Goldstone	Male	South Africa	62
Kumba Iron Ore Limited	Mining	Norman B	Mbazima	Male	South Africa	65
Kumba Iron Ore Limited	Mining	Norman B	Mbazima	Male	South Africa	65
Kumba Iron Ore Limited	Mining	Themba	Mkhwanazi	Male	South Africa	0
Kumba Iron Ore Limited	Mining	Themba	Mkhwanazi	Male	South Africa	0
Lafarge	Industrial	Bruno	Lafont	Male	France	56
Liberty Holdings	Banking and Financial Services	Thabo	Dloti	Male	South Africa	54
Liberty Holdings	Banking and Financial Services	David	Munro	Male	British	68
Life Healthcare Group	Health	Andre	Meyer	Male	South Africa	56
Life Healthcare Group	Health	Andre	Meyer	Male	South Africa	56
Life Healthcare Group	Health	Shrey	Viranna	Male	South Africa	0
Lonmin plc	Mining	Ben	Magara	Male	Zimbabwe	50
Lonmin plc	Mining	Ben	Magara	Male	Zimbabwe	50
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Mitchell	Slape	Male	United States	-1
Mediclinic	Health	Danie P	Meintjes	Male	South Africa	65
Mediclinic	Health	Danie P	Meintjes	Male	South Africa	65
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
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
MTN Group	Technology and Telecommunications	RS (Prior)	Dabengwa	Male	South Africa	66
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Rob	Shuter	Male	South Africa	0
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Naspers	Media	B van	Dijk	Male	0	45
Naspers	Media	B van	Dijk	Male	0	45
Naspers	Media	B van	Dijk	Male	0	45
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Network Healthcare Holdings	Health	Richard H	Friedland	Male	South Africa	62
Petra Diamonds	Mining	Johan	Dippenaar	Male	South Africa	66
Petra Diamonds	Mining	Johan	Dippenaar	Male	South Africa	66
Petra Diamonds	Mining	Johan	Dippenaar	Male	South Africa	66
Petra Diamonds	Mining	Richard	Duffy	Male	0	0
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pioneer Foods	Food and Beverage	Phil	Roux	Male	South Africa	0
Pioneer Foods	Food and Beverage	Tertius A	Carstens	Male	South Africa	57
Pretoria Portland Cement	Construction	DJ	Castle	Male	0	0
Pretoria Portland Cement	Construction	DJ	Castle	Male	0	0
RCL Foods	Food and Beverage	Miles	Dally	Male	South Africa	65
RCL Foods	Food and Beverage	Miles	Dally	Male	South Africa	65
Remgro	Diversified Holdings	Jannie J	Durand	Male	South Africa	2022
Remgro	Diversified Holdings	Jannie J	Durand	Male	South Africa	2022
Reunert	Industrial	Allan	Dickson	Male	0	52
Reunert	Industrial	Allan	Dickson	Male	0	52
Reunert	Industrial	Allan	Dickson	Male	0	52
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Herman	Bosman	Male	South Africa	53
RMB Holdings	Banking and Financial Services	Peter	Cooper	Male	South Africa	67
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
Sanlam	Banking and Financial Services	Johan	van Zyl	Male	South Africa	67
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
Sappi	Paper and Packaging	Stephan (Steve) P	Binnie	Male	South Africa	56

Sappi	Paper and Packaging	Stephen (Steve) R	Binnie	Male	South Africa	56
Sappi	Paper and Packaging	Stephen (Steve) R	Binnie	Male	South Africa	56
Sappi	Paper and Packaging	Stephen (Steve) R	Binnie	Male	South Africa	56
Sasol	Industrial	David E	Constable	Male	South Africa	1022
Sasol	Industrial	Bongani	Nqwababa	Male	South Africa	57
Sasol	Industrial	SR	Cornell	Male	0	0
Seardel Investments	Diversified Holdings	Stuart	Queen	Male	South Africa	45
Seardel Investments	Diversified Holdings	TG (Kevin)	Govender	Male	South Africa	0
Seardel Investments	Diversified Holdings	TG (Kevin)	Govender	Male	South Africa	0
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Sibanye Gold	Mining	Neal	Froneman	Male	South Africa	64
Sibanye Gold	Mining	Neal	Froneman	Male	South Africa	64
Sibanye Gold	Mining	Neal	Froneman	Male	South Africa	64
Sodexo	Financial Services	Michel	Landel	Male	France	61
South African Airways	Transport	Nico	Bezuidenhout	Male	South Africa	39
South African Airways	Transport	MONWABISI	KALAWE	Male	South Africa	55
South African Airways	Transport	MONWABISI	KALAWE	Male	South Africa	55
South African Airways	Transport	M	Zwane	Male	South Africa	0
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
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
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Sun International	Hospitality	Greame E	Stephens	Male	South Africa	60
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Super Group	Transport	Peter	Mountford	Male	South Africa	61
Super Group	Transport	Peter	Mountford	Male	South Africa	61
Telkom	Technology and Telecommunications	Sipho Nkosinathi	Maseko	Male	South Africa	49
Telkom	Technology and Telecommunications	Sipho Nkosinathi	Maseko	Male	South Africa	49
Telkom	Technology and Telecommunications	Sipho Nkosinathi	Maseko	Male	South Africa	49
Tiger Brands	Food and Beverage	Peter B	Matlare	Male	South Africa	0
Tiger Brands	Food and Beverage	Lawrence	Mac Dougall	Male	0	0
Tongaat Hulett	Food and Beverage	Peter H	Staude	Male	South Africa	67
Trans Hex	Mining	Llewellyn	Delport	Male	South Africa	0
Trans Hex	Mining	Llewellyn	Delport	Male	South Africa	0
Trans Hex	Mining	Llewellyn	Delport	Male	South Africa	0
Transnet	Transport	Brian	Molefe	Male	South Africa	1022
Transnet	Transport	Brian	Molefe	Male	South Africa	1022

Transnet	Transport	Brian	Molefe	Male	South Africa	1022
Transnet	Transport	Siyabonga I	Gama	Male	South Africa	0
Transnet	Transport	Siyabonga I	Gama	Male	South Africa	0
Transnet	Transport	Siyabonga I	Gama	Male	South Africa	0
Transnet	Transport	Mohammed	Mahomedy	Male	0	0
Truworths	Retail	Michael	Mark	Male	South Africa	70
Truworths	Retail	Michael	Mark	Male	South Africa	70
Tsogo Sun Holdings	Hospitality	Marcel N	von Aulock	Male	South Africa	49
Tsogo Sun Holdings	Hospitality	Marcel N	von Aulock	Male	South Africa	49
Tsogo Sun Holdings	Hospitality	Keith	Randall	Male	South Africa	0
Vodacom Group Limited	Technology and Telecommunications	Mohamed	Aziz Joosub	Male	South Africa	52
Vodacom Group Limited	Technology and Telecommunications	Mohamed	Aziz Joosub	Male	South Africa	52
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0
Woolworths	Retail	Ian	Moir	Male	Australia	64
Woolworths	Retail	Ian	Moir	Male	Australia	64
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	19	14,638,310	36,729,817	770,437	1,933,148
2008	81	41,556,586	88,251,236	513,044	1,089,521
2009	91	45,438,648	90,119,287	499,326	990,322
2010	93	58,201,216	129,837,239	625,820	1,396,099
2011	94	69,579,949	172,824,987	740,212	1,838,564
2012	111	77,013,131	152,975,067	693,812	1,378,154
2013	110	69,397,752	142,001,147	630,889	1,290,920
2014	112	63,990,058	137,462,231	571,340	1,227,341
2015	102	57,467,045	120,247,251	563,402	1,178,895
2016	116	57,729,755	124,518,223	497,670	1,073,433
2017	106	54,713,246	117,986,907	516,163	1,113,084
2018	102	52,958,579	113,199,048	519,202	1,109,795
2019	100	321,409,189	515,957,590	3,214,092	5,159,576

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
0	1	0	0	0	0
2007	62	28,168,006	68,859,579	454,323	1,110,638
2008	280	94,743,588	200,637,749	338,370	716,563
2009	298	101,698,368	207,600,168	341,270	696,645
2010	316	132,009,364	312,053,138	417,751	987,510
2011	317	156,166,154	369,874,535	492,638	1,166,797
2012	339	165,707,270	336,479,101	488,812	992,564
2013	322	148,811,445	315,189,825	462,147	978,850
2014	313	134,371,730	292,346,895	429,303	934,016
2015	312	126,482,886	276,006,727	406,697	887,481
2016	338	116,318,082	255,364,271	344,136	755,516
2017	310	114,550,753	252,451,683	370,714	816,996

2017	310	114,550,753	252,451,683	370,714	816,996
2018	289	160,620,955	343,506,326	557,712	1,192,730
2019	260	508,393,310	783,156,288	1,955,359	3,012,140

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	6	38,664,688	9,666,172
2007	184	14,413,664	78,335
2008	721	44,582,750	61,920
2009	774	47,725,085	61,660
2010	851	65,501,244	77,060
2011	912	74,627,169	81,828
2012	1024	85,690,158	83,682
2013	985	78,580,775	79,777
2014	939	72,953,838	77,693
2015	957	72,726,197	76,073
2016	988	71,240,484	72,252
2017	903	69,269,509	76,710
2018	862	233,275,300	272,837
2019	855	208,185,340	243,492