## 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: |
| :--- | :---: | :---: | :--- | :--- | :--- | :--- |
| Bidvest | Diversified Holdings | Brian | Joffe | Male | South Africa | 75 |
| Bidvest | Diversified Holdings | Lindsay P | Ralphs | Male | South Africa | 66 |
| 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:

Financal Year:|No. of CHES: Iotal Salaries:|otal Annual Remuneration:|Avg. of Salaries:|Avg. of Remuneration

| 2008 | 2 | $2,229,139$ | $4,232,663$ | $1,114,569$ | $2,116,331$ |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 2009 | 2 | $2,010,209$ | $3,759,170$ | $1,005,104$ | $1,879,585$ |
| 2010 | 2 | $2,381,106$ | $5,122,189$ | $1,190,553$ | $2,561,094$ |
| 2011 | 2 | $2,659,013$ | $5,737,710$ | $1,329,506$ | $2,868,855$ |
| 2012 | 2 | $2,686,496$ | $6,234,045$ | $1,343,248$ | $3,117,023$ |
| 2013 | 2 | $2,676,439$ | $6,336,475$ | $1,338,220$ | $3,168,238$ |
| 2014 | 2 | $2,759,173$ | $6,934,389$ | $1,379,587$ | $3,467,194$ |
| 2015 | 2 | $1,469,963$ | $3,878,570$ | 734,982 | $1,939,285$ |
| 2016 | 3 | $2,876,240$ | $6,869,806$ | 958,747 | $2,289,935$ |
| 2017 | 2 | $1,175,304$ | $2,750,316$ | 587,652 | $1,375,158$ |
| 2018 | 2 | $1,958,710$ | $5,532,408$ | 979,355 | $2,766,204$ |
| 2019 | 2 | $2,313,422$ | $5,083,937$ | $1,156,711$ | $2,541,969$ |

## Executive Director Remuneration - USD:

| nancal Year: | \|No. of EDS:| | Iotal Salaries: | Iotal Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 14 | 6,360,226 | 12,007,875 | 454,302 | 857,705 |
| 2009 | 14 | 6,999,143 | 12,555,729 | 499,939 | 896,838 |
| 2010 | 14 | 7,975,380 | 16,800,769 | 569,670 | 1,200,055 |
| 2011 | 13 | 8,428,995 | 17,401,201 | 648,384 | 1,338,554 |
| 2012 | 12 | 9,059,359 | 18,243,400 | 754,947 | 1,520,283 |
| 2013 | 11 | 7,441,364 | 19,079,716 | 676,488 | 1,734,520 |
| 2014 | 9 | 7,203,640 | 17,300,705 | 800,404 | 1,922,301 |
| 2015 | 10 | 5,717,062 | 13,570,129 | 571,706 | 1,357,013 |
| 2016 | 11 | 6,189,622 | 14,414,388 | 562,693 | 1,310,399 |
| 2017 | 9 | 3,676,175 | 11,268,156 | 459,522 | 1,408,519 |
| 2018 | 8 | 3,770,053 | 9,985,951 | 471,257 | 1,248,244 |
| 2010 | 7 | 1 non aga | 0207057 | 201201 | 1210105 |

## Non-Executive Director Remuneration - USD

|Financal Year:|No. of N|=DS:|otal Salaries:|Average rees:

| 2008 | 17 | $1,496,248$ | 88,015 |
| :--- | :--- | :--- | :--- |
| 2009 | 18 | $1,373,156$ | 76,286 |
| 2010 | 18 | $1,748,645$ | 97,147 |
| 2011 | 21 | $1,876,255$ | 89,345 |
| 2012 | 25 | $2,451,804$ | 98,072 |
| 2013 | 24 | $2,107,091$ | 87,795 |
| 2014 | 18 | $2,183,916$ | 121,329 |
| 2015 | 17 | $1,984,854$ | 116,756 |
| 2016 | 17 | $1,842,988$ | 108,411 |
| 2017 | 15 | $2,460,618$ | 164,041 |
| 2018 | 18 | $1,874,743$ | 104,152 |
| 2019 | 17 | $1,779,376$ | 104,669 |

