## 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: |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 56 |  |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 56 |  |
| 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 |  |  |  |
| Sappi | Paper and Packaging Stephen (Steve) R Binnie | Male | South Africa | 55 |  |  |  |
| Sappi | Paper and Packaging Stephen (Steve) R Binnie | Male | South Africa | 55 |  |  |  |
| Sappi | Paper and Packaging Stephen (Steve) R Binnie | Male | South Africa | 55 |  |  |  |
| Sappi | Paper and Packaging Stephen (Steve) R Binnie | Male | South Africa | 55 |  |  |  |

## CEO Remuneration - USD:

| 2008 | 3 | $2,327,127$ | $3,943,140$ | 775,709 | $1,314,380$ |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 2009 | 3 | $2,093,885$ | $3,566,208$ | 697,962 | $1,188,736$ |
| 2010 | 3 | $2,442,308$ | $4,202,603$ | 814,103 | $1,400,868$ |
| 2011 | 3 | $2,636,674$ | $5,106,743$ | 878,891 | $1,702,248$ |
| 2012 | 3 | $2,600,848$ | $4,770,830$ | 866,949 | $1,590,277$ |
| 2013 | 3 | $2,528,951$ | $4,844,090$ | 842,984 | $1,614,697$ |
| 2014 | 5 | $2,743,724$ | $11,808,229$ | 548,745 | $2,361,646$ |
| 2015 | 4 | $2,283,309$ | $5,256,647$ | 570,827 | $1,314,162$ |
| 2016 | 3 | $1,901,516$ | $4,699,360$ | 633,839 | $1,566,453$ |
| 2017 | 3 | $1,398,367$ | $2,846,676$ | 466,122 | 948,892 |
| 2018 | 2 | $1,796,523$ | $4,634,920$ | 898,261 | $2,317,460$ |
| 2019 | 3 | $1,989,903$ | $4,046,642$ | 663,301 | $1,348,881$ |

## Executive Director Remuneration - USD:

|Financial Year:|No. of EDS: rotal Saaries:|rotal Annual Remuneration: Avg. of Salares:|Avg. of Remuneration:

| 2008 | 10 | 4,992,341 | 8,620,584 | 499,234 | 862,058 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2009 | 9 | 5,285,781 | 8,812,660 | 587,309 | 979,184 |
| 2010 | 10 | 6,237,652 | 11,216,698 | 623,765 | 1,121,670 |
| 2011 | 10 | 6,739,212 | 12,014,848 | 673,921 | 1,201,485 |
| 2012 | 11 | 6,772,621 | 11,750,884 | 615,693 | 1,068,262 |
| 2013 | 11 | 6,908,252 | 15,482,384 | 628,023 | 1,407,489 |
| 2014 | 10 | 6,507,947 | 19,686,696 | 650,795 | 1,968,670 |
| nnta | 11 | a 002161 | 12101672 | a25 7a0 | 1 90n 150 |


| cuio | " | 0,500,404 | 10,4<1,010 |
| :---: | :---: | :---: | :---: |
| 2016 | 9 | 4,740,850 | 11,188,170 |
| 2017 | 9 | 3,828,530 | 10,936,356 |
| 2018 | 8 | 54,309,181 | 109,820,980 |
| 2019 | 8 | 3,927,590 | 7,953,768 |
| Non-Executive Director Remuneration - USD: |  |  |  |
| Financial Year: | No. | s:Total Sala | s: Average F |
| 2008 | 25 | 2,578,836 | 103,153 |
| 2009 | 22 | 2,550,825 | 115,947 |
| 2010 | 27 | 3,144,735 | 116,472 |
| 2011 | 28 | 3,283,460 | 117,266 |
| 2012 | 27 | 3,438,697 | 127,359 |
| 2013 | 28 | 3,367,821 | 120,279 |
| 2014 | 29 | 3,468,478 | 119,603 |
| 2015 | 27 | 3,254,351 | 120,532 |
| 2016 | 29 | 4,462,197 | 153,869 |
| 2017 | 29 | 3,634,937 | 125,343 |
| 2018 | 26 | 3,096,995 | 119,115 |
| 2019 | 23 | 2,874,829 | 124,993 |

