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:
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Robert E	Venter	Male	South Africa	62
Altron	Industrial	Mteto	Nyati	Male	South Africa	2022
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
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
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	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
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:
2008	5	5,284,691	8,055,268	1,056,938	1,611,054
2009	5	4,818,964	9,593,090	963,793	1,918,618
2010	5	5,358,556	14,722,979	1,071,711	2,944,596
2011	5	5,850,908	16,889,862	1,170,182	3,377,972
2012	5	5,966,159	12,209,106	1,193,232	2,441,821
2013	5	5,025,816	8,121,244	1,005,163	1,624,249
2014	6	5,012,480	15,294,066	835,413	2,549,011
2015	6	4,536,190	8,403,456	756,032	1,400,576
2016	5	3,878,363	7,121,392	775,673	1,424,278
2017	5	3,440,756	5,957,423	688,151	1,191,485
2018	6	4,318,177	8,739,600	719,696	1,456,600
2019	5	4,178,352	6,599,715	835,670	1,319,943

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2008	17	11,486,962	16,674,853	675,704	980,874
2009	17	11,134,540	25,367,233	654,973	1,492,190
2010	17	12,455,459	29,685,962	732,674	1,746,233
2011	15	13,066,673	35,462,487	871,112	2,364,166
2012	17	13,597,543	31,162,415	799,855	1,833,083
2013	14	10,280,285	18,772,442	734,306	1,340,889
2014	13	9,053,777	24,957,454	696,444	1,919,804
2015	13	8,346,598	16,503,672	642,046	1,269,513
2016	12	6,809,693	14,584,986	567,474	1,215,415
2017	11	5,981,385	15,083,656	598,138	1,508,366
2018	10	6,099,822	12,617,943	609,982	1,261,794
2019	8	5,674,813	9,222,320	709,352	1,152,790

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2008	42	5,252,813	125,067
2009	45	4,848,766	107,750
2010	46	5,267,265	114,506
2011	49	6,202,575	126,583
2012	50	6,988,775	139,776
2013	51	6,055,182	118,729
2014	45	6,102,607	135,613
2015	45	5,919,087	131,535
2016	46	6,965,908	151,433
2017	46	6,493,687	141,167
2018	48	6,335,553	131,991
2019	46	5,926,535	128,838