

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 | Glaserberg | Male | South Africa | 67 |
| Glencore Xstrata Mining | | Ivan | Glaserberg | Male | South Africa | 67 |
| Glencore Xstrata Mining | | Ivan | Glaserberg | Male | South Africa | 67 |
| Glencore Xstrata Mining | | Ivan | Glaserberg | 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 |