## 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: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| AECI | Industrial | Mark | Dytor | Female | South Africa | 62 |
| AECI | Industrial | Mark | Dytor | Female | South Africa | 62 |
| AECI | Industrial | Mark | Dytor | Female | South Africa | 62 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| 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 |  | Oswald | Male | Germany |  |
| Mondi Group | Paper and Packaging | Peter | Oswald | Male | Germany | 0 |

## CEO Remuneration - USD:

| - |  | 0. of CEOs: | Total Sa | Total | Avg. of | Avg. of R |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 200 | 4 |  | 2,062,270 | 3,709,688 | 515,568 | 927,422 |
| 200 | 3 |  | 1,812,469 | 2,825,938 | 604,156 | 941,979 |
| 201 | 3 |  | 2,095,119 | 4,134,707 | 698,373 | 1,378,236 |
| 201 | 3 |  | 2,245,576 | 4,198,039 | 748,525 | 1,399,346 |
| 201 | 3 |  | 2,238,064 | 4,186,975 | 746,021 | 1,395,658 |
| 201 | 4 |  | 2,210,417 | 4,937,062 | 552,604 | 1,234,266 |
| 201 | 4 |  | 2,154,586 | 5,580,016 | 538,647 | 1,395,004 |
| 201 | 4 |  | 2,154,919 | 5,014,108 | 538,730 | 1,253,527 |
| 201 | 3 |  | 1,814,16 | 4,699,820 | 604,722 | 1,566,607 |
| 201 | 3 |  | 1,255,74 | 2,966,390 | 418,580 | 988,797 |
| 201 | 2 |  | 1,579,195 | 4,226,192 | 789,598 | 2,113,096 |
| 201 | 3 |  | 1,836,73 | 4,183,766 | 612,245 | 1,394,589 |

## Executive Director Remuneration - USD

| 2008 | 13 | 4,927,457 | 9,210,777 | 379,035 | 708,521 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2009 | 10 | 5,224,964 | 8,933,497 | 522,496 | 893,350 |
| 2010 | 11 | 5,940,529 | 11,544,335 | 540,048 | 1,049,485 |
| 2011 | 10 | 6,289,459 | 10,979,685 | 628,946 | 1,097,969 |
| 2012 | 10 | 6,296,255 | 10,858,128 | 629,625 | 1,085,813 |
| 2013 | 12 | 6,553,408 | 15,828,629 | 546,117 | 1,319,052 |
| 2014 | 9 | 5,879,662 | 13,339,146 | 653,296 | 1,482,127 |
| 2015 | 11 | 6,833,429 | 13,094,121 | 621,221 | 1,190,375 |
| 2016 | 9 | 4,650,838 | 11,633,347 | 516,760 | 1,292,594 |
| 2017 | $\bigcirc$ | 2 atn ant | 11 206 110 | 150 onf | 1110760 |


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| :---: | :---: | :---: | :---: |
| 2018 | 8 | 54,055,399 | 109,353,231 |
| 2019 | 8 3 | 3,770,216 | 8,314,734 |
| Non-Executive Director Remuneration - USD: |  |  |  |
| \|-inancial Year: | \|No. of NEJSS: | \%otal Sara | :\|Average -ees: |
| 2008 | 19 | 1,662,149 | 87,482 |
| 2009 | 17 | 1,655,957 | 97,409 |
| 2010 | 20 | 2,270,507 | 113,525 |
| 2011 | 24 | 2,496,418 | 104,017 |
| 2012 | 23 | 2,610,166 | 113,485 |
| 2013 | 24 | 2,635,339 | 109,806 |
| 2014 | 26 | 2,568,179 | 98,776 |
| 2015 | 25 | 2,450,290 | 98,012 |
| 2016 | 27 | 2,245,839 | 83,179 |
| 2017 | 26 | 2,657,125 | 102,197 |
| 2018 | 23 | 2,220,286 | 96,534 |
| 2019 | 20 | 2,101,458 | 105,073 |


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| :---: | :---: |
| 6,756,925 | 13,669,154 |
| 471,277 |  |

1,039,342

