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:
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
Nedbank	Banking and Financial	Services	Michael WT	Brown	Male	South Africa	57
Standard Bank Group	Banking and Financial	Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial	Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank Group	Banking and Financial	Services	Kenny	Fihla	Male	South Africa	0
Standard Bank Group	Banking and Financial	Services	Margaret	Nienaber	Female	South Africa	0
Standard Bank Group	Banking and Financial	Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial	Services	BJ (Ben)	Kruger	Male	South Africa	64
Standard Bank Group	Banking and Financial	Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial	Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank Group	Banking and Financial	Services	Kenny	Fihla	Male	South Africa	0
Standard Bank Group	Banking and Financial	Services	Margaret	Nienaber	Female	South Africa	0

CEO Remuneration - USD:

Financial \	ear: No. of CEO	s: Total Salarie	s: Total Annual Re	muneration: Avg. of Salario	es: Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	2	1,046,070	2,961,790	523,035	1,480,895
2009	2	1,123,281	1,952,226	561,641	976,113
2010	3	1,654,184	2,565,462	551,395	855,154
2011	2	1,502,909	2,527,147	751,454	1,263,573
2012	2	1,429,390	3,025,488	714,695	1,512,744
2013	5	3,494,896	6,819,167	698,979	1,363,833
2014	5	3,425,855	6,404,043	685,171	1,280,809
2015	4	3,131,561	6,290,486	782,890	1,572,621
2016	4	3,168,439	7,762,924	792,110	1,940,731
2017	3	2,541,131	4,622,171	847,044	1,540,724
2018	6	3,527,575	6,819,627	587,929	1,136,604
2019	6	4,189,429	7,791,615	698,238	1,298,602

Executive Director Remuneration - USD:

Financial	Year: No. of ED:	s:∣Total Salaries	: Total Annual	Remuneration: Avg. of Salaries	: Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	3	1,322,007	3,669,287	440,669	1,223,096
2009	6	2,045,211	4,285,248	340,868	714,208
2010	6	2,910,125	4,798,646	485,021	799,774
2011	5	2,904,017	5,118,421	580,803	1,023,684
2012	5	2,732,317	6,237,805	546,463	1,247,561
2013	11	6,432,604	11,749,687	584,782	1,068,153
2014	0	4 567 776	0 100 124	570.072	1 140 767

2014	0	4,567,776	9,190,134	370,972	1,149,767
2015	8	4,244,150	9,413,945	530,519	1,176,743
2016	8	4,114,515	10,967,212	514,314	1,370,902
2017	7	4,181,850	9,105,737	597,407	1,300,820
2018	13	5,971,990	14,796,285	459,384	1,138,176
2019	12	6,184,163	13,176,134	515,347	1,098,011

Non-Executive Director Remuneration - USD:

Year: No. of N	EDs: Total Salarie	es: Average Fees:
18	2,046,525	113,696
34	3,476,058	102,237
34	3,213,820	94,524
34	4,155,408	122,218
31	3,884,765	125,315
30	3,700,000	123,333
39	5,434,323	139,342
40	5,905,685	147,642
38	5,455,875	143,576
38	5,613,591	147,726
44	6,684,440	151,919
42	6,783,641	161,515
36	6,711,717	186,437
	18 34 34 31 30 39 40 38 38 44	34 3,476,058 34 3,213,820 34 4,155,408 31 3,884,765 30 3,700,000 39 5,434,323 40 5,905,685 38 5,455,875 38 5,613,591 44 6,684,440 42 6,783,641