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:
Group Five	Construction	Mike R	Upton	Male	South Africa	63
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	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
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	2	434,752	1,431,773	217,376	715,887
2008	2	1,747,035	2,938,346	873,517	1,469,173
2009	2	1,480,612	3,034,281	740,306	1,517,140
2010	2	1,674,970	4,147,373	837,485	2,073,687
2011	2	1,728,784	3,974,386	864,392	1,987,193
2012	2	1,789,077	3,763,336	894,538	1,881,668
2013	2	1,790,530	3,933,861	895,265	1,966,931
2014	2	1,889,838	5,270,454	944,919	2,635,227
2015	4	2,050,121	5,314,322	512,530	1,328,581
2016	2	1,508,647	3,450,688	754,323	1,725,344
2017	3	770,558	1,823,354	256,853	607,785
2018	3	1,570,173	3,782,704	523,391	1,260,901
2019	1	1,227,778	2,593,967	1,227,778	2,593,967

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	3	633,475	2,227,943	211,158	742,648
2008	4	3,076,550	4,611,623	769,137	1,152,906
2009	5	3,338,923	6,017,743	667,785	1,203,549
2010	5	3,719,780	7,840,563	743,956	1,568,113
2011	5	3,863,522	8,043,751	772,704	1,608,750
2012	5	3,886,197	7,739,658	777,239	1,547,932
2013	5	3,994,319	11,327,670	798,864	2,265,534
2014	5	4,189,753	11,071,679	837,951	2,214,336

2014	5	4,169,753	11,071,679	837,951	2,214,336
2015	7	4,166,625	10,332,104	595,232	1,476,015
2016	5	3,423,452	7,625,168	684,690	1,525,034
2017	8	2,844,953	9,567,294	406,422	1,366,756
2018	5	2,598,512	6,070,027	519,702	1,214,005
2019	2	1,983,662	4,169,010	991,831	2,084,505

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	5	128,085	25,617
2008	12	1,431,557	119,296
2009	13	1,416,153	108,935
2010	14	1,737,236	124,088
2011	12	1,782,129	148,511
2012	14	1,917,610	136,972
2013	15	1,881,864	125,458
2014	17	1,920,367	112,963
2015	13	1,796,305	138,177
2016	15	1,667,869	111,191
2017	16	2,229,517	139,345
2018	15	1,803,736	120,249
2019	7	1,222,999	174,714