## 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: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| African Rainbow Minerals | Mining | Mike | Schmidt | Male | South Africa | 0 |
| African Rainbow Minerals | Mining | Mike | Schmidt | Male | South Africa | 0 |
| African Rainbow Minerals | Mining | Mike | Schmidt | Male | South Africa | 0 |
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 68 |
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 68 |
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 68 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 56 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 56 |
| Bidvest | Diversified Holdings | Brian | Joffe | Male | South Africa | 75 |
| Bidvest | Diversified Holdings | Lindsay P | Ralphs | Male | South Africa | 66 |
| 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 |
| Sanlam | Banking and Financial Services | Johan | van Zyl | Male | South Africa | 66 |
| Sanlam | Banking and Financial Services |  | Kirk | Male | 0 | 0 |
| Sanlam | Banking and Financial Services | lan | Kirk | Male | 0 | 0 |

## CEO Remuneration - USD:

| Fine |  | 0. of CEOs: | Total Sal | Total Annu | Avg. of | Avg. of R |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 6 |  | 3,719,223 | 8,183,570 | 619,871 | 1,363,928 |
| 2009 | 6 |  | 3,870,381 | 7,296,924 | 645,064 | 1,216,154 |
| 2010 | 6 |  | 4,754,254 | 10,861,995 | 792,376 | 1,810,333 |
| 2011 | 6 |  | 5,271,622 | 10,148,061 | 878,604 | 1,691,343 |
| 2012 | 6 |  | 4,985,069 | 9,886,064 | 830,845 | 1,647,677 |
| 2013 | 6 |  | 4,880,871 | 10,056,058 | 813,479 | 1,676,010 |
| 2014 | 7 |  | 4,690,408 | 10,409,596 | 670,058 | 1,487,085 |
| 2015 | 7 |  | 3,552,188 | 7,559,822 | 507,455 | 1,079,975 |
| 2016 | 7 |  | 4,648,572 | 10,742,359 | 664,082 | 1,534,623 |
| 2017 | 6 |  | 3,289,932 | 6,669,548 | 548,322 | 1,111,591 |
| 2018 | 5 |  | 3,580,599 | 9,025,403 | 716,120 | 1,805,081 |
| 2015 | 6 |  | 4,220,621 | 9,184,025 | 703,437 | 1,530,671 |

## Executive Director Remuneration - USD

| 2009 | 29 | $12,520,000$ | $22,159,318$ |
| :--- | :--- | :--- | :--- |
| 2010 | 32 | $15,767,280$ | $34,939,604$ |
| 2011 | 31 | $17,243,985$ | $33,231,354$ |
| 2012 | 33 | $18,610,583$ | $34,908,480$ |
| 2013 | 27 | $14,907,480$ | $31,636,612$ |
| 2014 | 24 | $13,875,125$ | $28,876,456$ |
| 2015 | 28 | $13,367,671$ | $24,693,305$ |
| 2016 | 27 | $11,777,732$ | $25,984,874$ |
| 2017 | 23 | $9,550,481$ | $21,490,706$ |
| 2018 | 23 | $59,775,027$ | $121,224,133$ |
| 2019 | 23 | $9,744,415$ | $21,549,194$ |

431,724 492,728 492,728
556,258 563,957 552,129 578,130 477,417 436,212 434,113 $\begin{array}{ll}434,113 & 962,403 \\ 976,850\end{array}$ 2,598,914 5,270,614 423,670

764,114
1,091,863
1,071,979 1,057,833 1,171,726 1,171,726 1,203,186 881,904 976,850 5,270,614
936,921

## Non-Executive Director Remuneration - USD:



| 2008 | 59 | $3,314,317$ | 56,175 |
| :--- | :--- | :--- | :--- |
| 2009 | 56 | $3,591,296$ | 64,130 |
| 2010 | 56 | $4,577,964$ | 81,749 |
| 2011 | 66 | $5,571,822$ | 84,422 |
| 2012 | 65 | $5,933,791$ | 91,289 |
| 2013 | 66 | $5,402,036$ | 81,849 |
| 2014 | 62 | $5,266,101$ | 84,937 |
| 2015 | 61 | $4,989,222$ | 81,791 |
| 2016 | 59 | $4,704,154$ | 79,731 |
| 2017 | 56 | $5,612,747$ | 100,22 |
| 2018 | 59 | $4,868,219$ | 83,935 |
| 2019 | 56 | $5,120,980$ | 91,446 |

