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:
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Anglo American plc	Mining	Mark	Cutifani	Male	Australia	65
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
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
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Murray & Roberts	Construction	Henry Johannes	Laas	Male	South Africa	63
Sun International	Hospitality	Greame E	Stephens	Male	South Africa	60
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
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:
2007	3	3,248,431	10,002,462	1,082,810	3,334,154
2008	7	7,652,079	14,947,110	1,093,154	2,135,301
2009	7	7,907,653	16,822,513	1,129,665	2,403,216
2010	8	8,820,404	22,235,703	1,102,551	2,779,463
2011	7	9,536,723	25,669,514	1,362,389	3,667,073
2012	8	9,663,292	19,894,786	1,207,912	2,486,848
2013	10	7,569,664	16,395,183	756,966	1,639,518
2014	8	7,817,433	17,049,552	977,179	2,131,194
2015	6	5,924,084	10,393,998	987,347	1,732,333
2016	8	7,552,529	15,750,754	944,066	1,968,844
2017	7	6,975,815	14,355,541	996,545	2,050,792
2018	6	6,137,699	13,660,267	1,022,950	2,276,711
2019	7	7,182,078	15,598,480	1,026,011	2,228,354

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	7	5,804,040	16,933,126	829,149	2,419,018
2008	29	16,371,581	31,439,073	564,537	1,084,106
2009	27	16,931,498	38,173,642	627,093	1,413,839
2010	31	19,641,966	46,237,460	633,612	1,491,531
2011	29	21,455,829	52,857,805	739,856	1,822,683
2012	27	21,575,753	46,052,064	799,102	1,705,632
2013	30	15,918,940	32,212,163	530,631	1,073,739
2014	20	13,814,673	30,614,240	690,734	1,530,712
2015	22	14,067,856	26,377,383	639,448	1,198,972
2016	23	13,760,489	30,958,033	598,282	1,346,001
2017	21	11,823,373	25,487,054	563,018	1,213,669
2018	21	61,962,746	127,062,044	2,950,607	6,050,574
2019	19	12,791,238	29,635,869	673,223	1,559,783

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
0	2	38,336,424	19,168,212
2007	23	2,912,711	126,640
2008	71	7,657,459	107,852
2009	73	8,732,617	119,625
2010	73	11,059,997	151,507
2011	79	10,844,999	137,278
2012	81	13,193,426	162,882
2013	84	10,235,189	121,847
2014	72	11,681,016	162,236
2015	67	9,565,240	142,765
2016	68	9,734,568	143,155
2017	65	9,491,716	146,026
2018	71	9,308,303	131,103
2019	61	9,490,029	155,574