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:
Eskom Holdings Limited	Industrial	Tshediso	Matona	Male	South Africa	-2
Eskom Holdings Limited	Industrial	Brian	Molefe	Male	South Africa	1022
Eskom Holdings Limited	Industrial	Matshela	Koko	Male	South Africa	0
G4S plc	Private Security	Nick	Buckles	Male	British	0
GDF Suez	Electricity	Gerard	Mestrallet	Male	France	64
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
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	1	655,461	874,468	655,461	874,468
2008	3	3,218,386	3,707,413	1,072,795	1,235,804
2009	2	2,629,414	5,205,163	1,314,707	2,602,581
2010	2	2,553,100	9,457,911	1,276,550	4,728,956
2011	3	4,099,534	12,066,953	1,366,511	4,022,318
2012	4	6,168,772	12,102,149	1,542,193	3,025,537
2013	3	3,892,778	5,224,543	1,297,593	1,741,514
2014	2	2,232,248	2,843,594	1,116,124	1,421,797
2015	2	1,718,248	1,784,231	859,124	892,116
2016	3	1,988,276	2,627,466	662,759	875,822
2017	3	2,184,649	2,579,295	728,216	859,765
2018	3	1,712,691	1,768,974	570,897	589,658
2019	2	1,561,617	1,617,895	780,809	808,948

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	2	943,546	1,283,972	471,773	641,986
2008	6	6,083,133	6,798,284	1,013,856	1,133,047
2009	5	5,267,776	14,480,815	1,053,555	2,896,163
2010	6	5,219,145	17,007,600	869,858	2,834,600
2011	8	9,058,517	25,796,725	1,132,315	3,224,591
2012	10	12,453,161	27,783,150	1,245,316	2,778,315
2013	7	6,961,277	9,105,364	994,468	1,300,766
2014	4	2,599,574	3,540,624	649,894	885,156
2015	3	2,058,754	2,127,812	686,251	709,271
2016	6	2,329,010	3,484,289	388,168	580,715
2017	4	2,544,545	3,117,836	636,136	779,459

2017	4	2,544,545	3,117,836	636,136	779,459
2018	5	2,123,491	2,557,637	424,698	511,527
2019	4	2,068,533	2,498,621	517,133	624,655

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	13	666,525	51,271
2008	21	2,614,244	124,488
2009	26	2,313,905	88,996
2010	18	2,330,441	129,469
2011	29	4,526,482	156,086
2012	53	5,732,271	108,156
2013	34	4,244,405	124,835
2014	19	2,879,693	151,563
2015	28	3,144,781	112,314
2016	19	2,722,799	143,305
2017	19	2,961,679	155,878
2018	32	2,934,926	91,716
2019	24	2,921,611	121,734