# 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: |
|---|---|---|---|---|---|---|
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| 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: |
|---|---|---|---|---|---|
| 2008 | 2 | 2,620,320 | 3,525,792 | 1,310,160 | 1,762,896 |
| 2009 | 2 | 2,395,203 | 5,106,118 | 1,197,601 | 2,553,059 |
| 2010 | 2 | 2,516,904 | 9,491,352 | 1,258,452 | 4,745,676 |
| 2011 | 2 | 2,840,290 | 10,406,810 | 1,420,145 | 5,203,405 |
| 2012 | 2 | 2,922,717 | 6,097,148 | 1,461,358 | 3,048,574 |
| 2013 | 2 | 1,938,153 | 2,193,182 | 969,077 | 1,096,591 |
| 2014 | 3 | 1,857,415 | 2,324,090 | 619,138 | 774,697 |
| 2015 | 2 | 1,827,332 | 1,962,622 | 913,666 | 981,311 |
| 2016 | 2 | 1,788,695 | 2,232,525 | 894,347 | 1,116,263 |
| 2017 | 2 | 1,906,648 | 2,002,127 | 953,324 | 1,001,064 |
| 2018 | 1 | 1,447,000 | 1,503,000 | 1,447,000 | 1,503,000 |
| 2019 | 2 | 1,669,496 | 2,318,910 | 834,748 | 1,159,455 |

**Executive Director Remuneration - USD:**

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|---|---|---|---|---|---|
| 2008 | 8 | 6,215,782 | 8,785,708 | 776,973 | 1,098,214 |
| 2009 | 7 | 6,017,601 | 16,368,137 | 859,657 | 2,338,305 |
| 2010 | 8 | 6,528,106 | 20,194,290 | 816,013 | 2,524,286 |
| 2011 | 8 | 7,322,009 | 23,423,693 | 915,251 | 2,927,962 |
| 2012 | 8 | 7,515,645 | 18,674,453 | 939,456 | 2,334,307 |
| 2013 | 9 | 5,319,591 | 6,701,916 | 591,066 | 744,657 |
| 2014 | 5 | 3,253,761 | 4,271,846 | 650,752 | 854,369 |
| 2015 | 6 | 4,391,685 | 4,993,198 | 731,948 | 832,200 |
| 2016 | 5 | 2,674,315 | 4,180,301 | 534,863 | 836,060 |
| 2017 | 4 | 2,483,753 | 2,734,440 | 620,938 | 683,610 |
| 2018 | 5 | 52,883,654 | 103,978,166 | 10,576,731 | 20,795,633 |
| 2019 | 5 | 2,539,285 | 4,270,372 | 507,857 | 854,074 |

**Non-Executive Director Remuneration - USD:**

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|---|---|---|---|
| 2008 | 16 | 2,032,502 | 127,031 |
| 2009 | 14 | 1,907,822 | 136,273 |
| 2010 | 15 | 2,221,533 | 148,102 |
| 2011 | 20 | 3,134,173 | 156,709 |
| 2012 | 18 | 3,419,802 | 189,989 |
| 2013 | 22 | 2,895,227 | 131,601 |
| 2014 | 18 | 2,828,662 | 157,148 |
| 2015 | 17 | 2,988,395 | 175,788 |
| 2016 | 17 | 2,855,339 | 167,961 |
| 2017 | 17 | 3,088,594 | 181,682 |
| 2018 | 16 | 3,032,799 | 189,550 |
| 2019 | 10 | 2,836,867 | 283,687 |