## 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: | cender | Director Nationality: | Age at Latest Year End: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore X Strata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Mondi Group | Paper and Packaging | Peter | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging P | Peter | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging P | Peter | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging P | Peter | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging P | Peter | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging P | Peter | Oswald | Male | Germany | 0 |
| 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 | $3,734,949$ | $5,067,766$ | $1,867,474$ | $2,533,883$ |
| 2009 | 2 | $3,222,703$ | $6,590,411$ | $1,611,352$ | $3,295,205$ |
| 2010 | 2 | $3,348,267$ | $11,360,584$ | $1,674,134$ | $5,680,292$ |
| 2011 | 2 | $3,577,240$ | $12,218,015$ | $1,788,620$ | $6,109,007$ |
| 2012 | 2 | $3,678,761$ | $8,040,741$ | $1,839,381$ | $4,020,371$ |
| 2013 | 2 | $2,765,388$ | $4,731,589$ | $1,382,694$ | $2,365,794$ |
| 2014 | 2 | $2,879,076$ | $5,751,825$ | $1,439,538$ | $2,875,912$ |
| 2015 | 3 | $2,916,963$ | $5,388,570$ | 972,321 | $1,796,190$ |
| 2016 | 2 | $2,620,054$ | $4,556,298$ | $1,310,027$ | $2,278,149$ |
| 2017 | 2 | $1,921,157$ | $2,876,323$ | 960,578 | $1,438,161$ |
| 2018 | 2 | $2,685,205$ | $4,953,736$ | $1,342,602$ | $2,476,868$ |
| 2019 | 2 | $2,674,778$ | $4,096,967$ | $1,337,389$ | $2,048,483$ |

## Executive Director Remuneration - USD

| 7,592,936 | 9,436,751 | 1,265,489 | 1,572,792 |
| :---: | :---: | :---: | :---: |
| 7,288,591 | 18,222,048 | 1,214,765 | 3,037,008 |
| 7,527,558 | 21,606,579 | 1,254,593 | 3,601,097 |
| 8,099,715 | 25,987,932 | 1,349,952 | 4,331,322 |
| 8,172,294 | 21,357,079 | 1,362,049 | 3,559,513 |
| 5,981,734 | 13,032,130 | 996,956 | 2,172,022 |
| 4,913,899 | 11,024,602 | 1,228,475 | 2,756,150 |
| 4,759,254 | 9,872,961 | 951,851 | 1,974,592 |
| $\begin{aligned} & 4,303,808 \\ & 2171520 \end{aligned}$ | $\begin{aligned} & 8,448,880 \\ & 0 \\ & \hline \end{aligned}$ | $\begin{aligned} & 1,075,952 \\ & 0 \angle 7002 \end{aligned}$ | $\begin{aligned} & 2,112,220 \\ & 0 \end{aligned}$ |


| 2016 | 4 | 4,303,808 | 8,448,880 | 1,075,952 | 2,112,220 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| nnt 7 | ᄃ | 2171520 | 0577026 | 007002 | $\bigcirc 201100$ |


| cul／ | $\bigcirc$ 0 | 0，4／1，0งט 〕， | צ，Јו |
| :---: | :---: | :---: | :---: |
| 2018 | 3 3 | 3，438，331 6 | 6，965，847 |
| 2019 | 3 3 | 3，430，662 5， | 5，672，010 |
| Non－Executive Director Remuneration－USD： |  |  |  |
| ｜inancial Year： | No．oflnalds： | 1otal Samies： | Average rees： |
| 2008 | 13 | 3，044，954 | 234，227 |
| 2009 | 15 | 2，686，245 | 179，083 |
| 2010 | 14 | 2，918，001 | 208，429 |
| 2011 | 17 | 3，648，680 | 214，628 |
| 2012 | 16 | 3，980，896 | 248，806 |
| 2013 | 20 | 3，483，341 | 174，167 |
| 2014 | 13 | 3，647，101 | 280，546 |
| 2015 | 13 | 3，560，400 | 273，877 |
| 2016 | 13 | 3，434，462 | 264，189 |
| 2017 | 15 | 4，062，063 | 270，804 |
| 2018 | 15 | 3，782，198 | 252，147 |
| 2019 | 13 | 3，667，999 | 282，154 |

## （ USD

