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:
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
Aspen Holdings	Health	Stephen B	Saad	Male	South Africa	69
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
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
Gold Fields	Mining	Nicholas J	Holland	Male	South Africa	64
Sanlam	Banking and Financial Services	Johan	van Zyl	Male	South Africa	67
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	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:
2007	1	714,840	1,170,987	714,840	1,170,987
2008	6	4,623,141	7,674,914	770,523	1,279,152
2009	5	4,117,400	8,719,418	823,480	1,743,884
2010	5	4,656,402	14,903,942	931,280	2,980,788
2011	5	5,167,791	17,221,699	1,033,558	3,444,340
2012	5	5,282,462	10,687,691	1,056,492	2,137,538
2013	5	4,054,394	5,393,741	810,879	1,078,748
2014	6	3,814,229	6,192,907	635,705	1,032,151
2015	6	3,931,883	6,286,476	655,314	1,047,746
2016	5	3,816,925	6,389,849	763,385	1,277,970
2017	5	4,232,767	5,836,426	846,553	1,167,285
2018	4	3,822,876	5,825,413	955,719	1,456,353
2019	5	4,066,520	6,647,234	813,304	1,329,447

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	2	1,137,369	1,900,074	568,685	950,037
2008	16	9,100,743	14,738,438	568,796	921,152
2009	14	8,721,409	22,020,767	622,958	1,572,912
2010	16	10,386,483	29,174,516	649,155	1,823,407
2011	16	11,739,126	34,874,429	733,695	2,179,652

2011	16	11,739,126	34,874,429	733,695	2,179,652
2012	18	12,492,053	29,056,601	694,003	1,614,256
2013	16	8,877,394	13,005,703	554,837	812,856
2014	13	7,045,796	12,594,346	541,984	968,796
2015	15	8,212,203	13,011,599	547,480	867,440
2016	14	6,551,572	12,559,550	467,969	897,111
2017	12	6,698,259	10,235,027	558,188	852,919
2018	12	56,949,064	112,340,747	4,745,755	9,361,729
2019	13	6,796,259	12,088,234	522,789	929,864

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	12	650,440	54,203
2008	54	3,884,034	71,927
2009	49	3,970,282	81,026
2010	51	4,994,157	97,925
2011	58	6,879,825	118,618
2012	53	7,106,872	134,092
2013	57	5,889,064	103,317
2014	48	5,432,380	113,175
2015	49	5,363,194	109,453
2016	52	5,545,118	106,637
2017	49	6,195,398	126,437
2018	46	5,690,440	126,454
2019	41	5,913,500	144,232