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
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	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
Glencore Xstrata	Mining	Ivan	Glasenberg	Male	South Africa	67
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Mondi Group	Paper and Packaging	Peter	Oswald	Male	Germany	0
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	BJ (Ben)	Kruger	Male	South Africa	64
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Kenny	Fihla	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Margaret	Nienaber	Female	South Africa	0
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Kenny	Fihla	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Margaret	Nienaber	Female	South Africa	0

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	4	3,084,278	6,657,089	771,069	1,664,272
2009	4	2,929,924	4,931,741	732,481	1,232,935
2010	4	3,592,704	6,739,875	898,176	1,684,969
2011	4	3,980,362	7,363,813	995,090	1,840,953
2012	4	4,003,115	8,414,089	1,000,779	2,103,522
2013	7	6,079,384	12,432,990	868,483	1,776,141
2014	8	6,036,255	12,113,511	754,532	1,514,189
2015	6	4,482,327	8,825,048	747,054	1,470,841
2016	7	5,900,909	13,736,997	842,987	1,962,428
2017	5	3,661,483	6,253,030	732,297	1,250,606

2018	7	4,975,730	10,645,437	710,819	1,520,777
2019	8	6,193,922	12,271,325	774,240	1,533,916

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	634,752	2,642,553	634,752	2,642,553
2008	20	8,282,354	16,996,508	414,118	849,825
2009	20	9,496,696	16,958,199	474,835	847,910
2010	21	11,279,492	22,453,425	537,119	1,069,211
2011	20	12,146,783	22,270,143	607,339	1,113,507
2012	19	12,855,930	24,358,529	676,628	1,282,028
2013	25	15,210,955	31,553,610	608,438	1,262,144
2014	18	12,369,035	25,485,663	687,169	1,415,870
2015	19	11,727,321	22,576,179	617,227	1,188,220
2016	20	10,459,576	24,535,968	522,979	1,226,798
2017	16	7,733,149	18,037,225	515,543	1,202,482
2018	19	59,203,767	120,250,041	3,115,988	6,328,950
2019	17	9,285,068	19,544,976	546,180	1,149,704

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	18	2,046,525	113,696
2008	44	3,822,609	86,877
2009	41	3,666,794	89,434
2010	44	4,860,452	110,465
2011	46	4,893,734	106,386
2012	48	5,458,718	113,723
2013	60	7,096,225	118,270
2014	55	7,472,874	135,870
2015	48	6,935,083	144,481
2016	50	6,782,052	135,641
2017	51	8,281,054	162,374
2018	49	7,460,794	152,261
2019	42	7,153,836	170,329