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:
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	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
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	1	1,801,631	5,319,614	1,801,631	5,319,614
2008	3	3,996,563	9,850,395	1,332,188	3,283,465
2009	3	3,936,683	8,045,776	1,312,228	2,681,925
2010	3	4,317,560	10,489,882	1,439,187	3,496,627
2011	3	4,608,668	11,356,384	1,536,223	3,785,461
2012	3	4,675,314	11,691,141	1,558,438	3,897,047
2013	3	4,731,995	11,425,905	1,577,332	3,808,635
2014	3	4,567,506	11,567,722	1,522,502	3,855,907
2015	3	3,161,008	7,803,943	1,053,669	2,601,314
2016	4	4,552,964	11,854,002	1,138,241	2,963,500
2017	2	1,175,304	2,750,316	587,652	1,375,158
2018	2	1,958,710	5,532,408	979,355	2,766,204
2019	2	2,313,422	5,083,937	1,156,711	2,541,969

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	2	2,892,092	8,097,401	1,446,046	4,048,701
2008	16	9,193,303	20,305,353	574,581	1,269,085
2009	16	10,081,501	19,196,581	630,094	1,199,786
2010	16	11,082,729	24,982,441	692,671	1,561,403
2011	15	11,548,116	25,967,914	769,874	1,731,194
2012	15	11,544,650	24,886,333	769,643	1,659,089
2013	14	11,559,690	28,761,363	825,692	2,054,383
2014	11	10,245,306	24,544,038	931,391	2,231,276
2015	12	8,545,420	19,805,950	712,118	1,650,496
2016	13	8,543,070	20,967,549	657,159	1,612,888

2016	13	8,543,070	20,967,549	657,159	1,612,888
2017	9	3,676,175	11,268,156	459,522	1,408,519
2018	8	3,770,053	9,985,951	471,257	1,248,244
2019	7	4,090,666	9,397,257	584,381	1,342,465

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	10	1,507,320	150,732
2008	27	2,968,650	109,950
2009	31	3,098,152	99,940
2010	31	3,763,769	121,412
2011	35	4,037,437	115,355
2012	38	6,279,605	165,253
2013	38	4,278,775	112,599
2014	32	5,435,582	169,862
2015	31	4,619,182	149,006
2016	31	4,469,424	144,175
2017	15	2,460,618	164,041
2018	18	1,874,743	104,152
2019	17	1,779,376	104,669