## 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: |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg |  | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Mediclinic | Health | Danie P | Meintjes | Male | South Africa | 65 |
| Mediclinic | Health | Danie P | Meintjes | Male | South Africa | 65 |
| 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 |
| Sanlam | Banking and Financial Services | Johan | van Zyl | Male | South Africa | 66 |
| Sanlam | Banking and Financial Services |  | Kirk | Male | 0 | 0 |
| Sanlam | Banking and Financial Services | Ian | Kirk | Male | 0 | 0 |
| Sappi | Paper and Packaging | Stephen (Steve) | R Binnie | Male | South Africa | 55 |
| Sappi | Paper and Packaging | Stephen (Steve) | R Binnie | Male | South Africa | 55 |
| Sappi | Paper and Packaging | Stephen (Steve) | $R$ Binnie | Male | South Africa | 55 |
| Sappi | Paper and Packaging | Stephen (Steve) | R Binnie | Male | South Africa | 55 |

## CEO Remuneration - USD:

| Fint |  | 0. of CEOs: | Total Sala | Total Annu | Avg. of | Avg. of R |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 200 | 4 |  | 2,896,172 | 5,148,460 | 724,043 | 1,287,115 |
| 200 | 4 |  | 2,674,402 | 5,012,840 | 668,600 | 1,253,210 |
| 201 | 4 |  | 3,156,008 | 6,241,105 | 789,002 | 1,560,276 |
| 201 | 4 |  | 3,214,954 | 6,085,037 | 803,738 | 1,521,259 |
| 201 | 4 |  | 3,145,713 | 5,658,402 | 786,428 | 1,414,601 |
| 201 | 5 |  | 4,531,055 | 7,106,433 | 906,211 | 1,421,287 |
| 201 | 6 |  | 4,703,469 | 13,862,210 | 783,912 | 2,310,368 |
| 201 | 7 |  | 4,480,052 | 8,616,304 | 640,007 | 1,230,901 |
| 201 | 6 |  | 4,458,087 | 9,721,712 | 743,015 | 1,620,285 |
| 201 | 5 |  | 3,678,771 | 6,522,023 | 735,754 | 1,304,405 |
| 201 | 5 |  | 4,647,687 | 9,114,385 | 929,537 | 1,822,877 |
| 201 | 5 |  | 4,141,144 | 6,451,416 | 828,229 | 1,290,283 |

## Executive Director Remuneration - USD

| 2009 | 16 | $6,979,325$ | $12,090,916$ |
| :--- | :--- | :--- | :--- |
| 2010 | 15 | $8,351,537$ | $15,458,528$ |
| 2011 | 16 | $8,536,554$ | $16,272,361$ |
| 2012 | 17 | $8,541,084$ | $15,979,421$ |
| 2013 | 18 | $11,078,629$ | $20,827,019$ |
| 2014 | 16 | $9,688,464$ | $25,004,167$ |
| 2015 | 17 | $9,127,500$ | $18,098,091$ |
| 2016 | 14 | $7,447,587$ | $16,544,347$ |
| 2017 | 14 | $6,792,336$ | $16,210,740$ |
| 2018 | 10 | $6,893,777$ | $14,129,889$ |
| 2019 | 12 | $7,142,804$ | $11,558,826$ |

436,208 556,769 533,535 502,417 615,479 605,529 531,970 1,181,739 $522,487 \quad 1,246,980$ $\begin{array}{ll}522,487 & 1,246,980 \\ 689,378 & 1,412,989\end{array}$ 595,234

755,682 1,030,569 1,017,023 939,966 1,157,057 1,562,760 $1,064,594$
$1,181,739$ 963,236

