# 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 | 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 |
| 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 | 67 |
| Sanlam | Banking and Financial Services | Ian | 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 | 56 |
| Sappi | Paper and Packaging | Stephen (Steve) R | Binnie | Male | South Africa | 56 |
| Sappi | Paper and Packaging | Stephen (Steve) R | Binnie | Male | South Africa | 56 |
| Sappi | Paper and Packaging | Stephen (Steve) R | Binnie | Male | South Africa | 56 |

**CEO Remuneration - USD:**

| Financial Year: | No. of CEOs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|---|---|---|---|---|---|
| 2008 | 4 | 2,896,172 | 5,148,460 | 724,043 | 1,287,115 |
| 2009 | 4 | 2,674,402 | 5,012,840 | 668,600 | 1,253,210 |
| 2010 | 4 | 3,156,008 | 6,241,105 | 789,002 | 1,560,276 |
| 2011 | 4 | 3,214,954 | 6,085,037 | 803,738 | 1,521,259 |
| 2012 | 4 | 3,145,713 | 5,658,402 | 786,428 | 1,414,601 |
| 2013 | 5 | 4,531,055 | 7,106,433 | 906,211 | 1,421,287 |
| 2014 | 6 | 4,703,469 | 13,862,210 | 783,912 | 2,310,368 |
| 2015 | 7 | 4,480,052 | 8,616,304 | 640,007 | 1,230,901 |
| 2016 | 6 | 4,458,087 | 9,721,712 | 743,015 | 1,620,285 |
| 2017 | 5 | 3,678,771 | 6,522,023 | 735,754 | 1,304,405 |
| 2018 | 5 | 4,647,687 | 9,114,385 | 929,537 | 1,822,877 |
| 2019 | 5 | 4,141,144 | 6,451,416 | 828,229 | 1,290,283 |

**Executive Director Remuneration - USD:**

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|---|---|---|---|---|---|
| 2008 | 15 | 6,110,842 | 9,745,735 | 407,389 | 649,716 |

| | | | | | |
|---|---|---|---|---|---|
| 2009 | 16 | 6,979,325 | 12,090,916 | 436,208 | 755,682 |
| 2010 | 15 | 8,351,537 | 15,458,528 | 556,769 | 1,030,569 |
| 2011 | 16 | 8,536,554 | 16,272,361 | 533,535 | 1,017,023 |
| 2012 | 17 | 8,541,084 | 15,979,421 | 502,417 | 939,966 |
| 2013 | 18 | 11,078,629 | 20,827,019 | 615,479 | 1,157,057 |
| 2014 | 16 | 9,688,464 | 25,004,167 | 605,529 | 1,562,760 |
| 2015 | 17 | 9,127,500 | 18,098,091 | 536,912 | 1,064,594 |
| 2016 | 14 | 7,447,587 | 16,544,347 | 531,970 | 1,181,739 |
| 2017 | 14 | 6,792,336 | 16,210,740 | 522,487 | 1,246,980 |
| 2018 | 10 | 6,893,777 | 14,129,889 | 689,378 | 1,412,989 |
| 2019 | 12 | 7,142,804 | 11,558,826 | 595,234 | 963,236 |

**Non-Executive Director Remuneration - USD:**

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|---|---|---|---|
| 2008 | 40 | 3,525,631 | 88,141 |
| 2009 | 42 | 3,509,110 | 83,550 |
| 2010 | 44 | 4,081,270 | 92,756 |
| 2011 | 46 | 4,519,215 | 98,244 |
| 2012 | 44 | 4,589,576 | 104,309 |
| 2013 | 61 | 6,506,727 | 106,668 |
| 2014 | 52 | 7,108,016 | 136,693 |
| 2015 | 49 | 6,543,336 | 133,537 |
| 2016 | 53 | 8,638,161 | 162,984 |
| 2017 | 51 | 8,103,139 | 158,885 |
| 2018 | 47 | 7,422,121 | 161,350 |
| 2019 | 49 | 7,845,367 | 160,110 |