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:
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
AngloGold Ashanti	Mining	S (Venkat)	Venkatakrishnan	Male	British	58
AngloGold Ashanti	Mining	Kelvin	Dushnisky	Male	Canada	0
AngloGold Ashanti	Mining	Kelvin	Dushnisky	Male	Canada	0
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
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
BHP Billiton	Mining	Andrew	Mackenzie	Male	British	66
Discovery	Banking and Financial Services	Adrian	Gore	Male	South Africa	59
Discovery	Banking and Financial Services	Adrian	Gore	Male	South Africa	59
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
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
Reunert	Industrial	Allan	Dickson	Male	0	52
Reunert	Industrial	Allan	Dickson	Male	0	52
Reunert	Industrial	Allan	Dickson	Male	0	52
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
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
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	Zweli	Mqwathi	Male	South Africa	0

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
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
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	2	2,436,383	7,962,167	1,218,191	3,981,084
2008	13	11,580,149	24,652,373	890,781	1,896,336
2009	13	12,256,288	25,082,169	942,791	1,929,398
2010	16	14,158,932	36,665,148	884,933	2,291,572
2011	14	14,851,985	38,688,764	1,060,856	2,763,483
2012	13	14,502,064	28,422,992	1,115,543	2,186,384
2013	18	15,086,661	29,910,624	838,148	1,661,701
2014	18	12,876,467	31,460,243	715,359	1,747,791
2015	16	11,644,054	25,018,891	727,753	1,563,681
2016	14	11,122,349	26,548,278	794,454	1,896,306
2017	12	8,596,080	17,791,175	716,340	1,482,598
2018	15	9,995,469	22,820,090	666,365	1,521,339
2019	15	279,544,289	435,411,395	18,636,286	29,027,426

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	3	3,526,844	10,739,954	1,175,615	3,579,985
2008	36	21,041,099	41,032,687	584,475	1,139,797
2009	38	23,500,879	50,937,194	618,444	1,340,452
2010	42	27,775,757	67,389,224	661,328	1,604,505
2011	42	30,755,654	74,566,753	732,277	1,775,399
2012	46	30,608,813	66,275,573	665,409	1,440,773
2013	48	30,448,572	62,483,955	634,345	1,301,749
2014	43	25,688,647	57,896,700	597,410	1,346,435
2015	46	25,723,211	53,511,769	559,200	1,163,299
2016	43	23,064,935	51,988,516	536,394	1,209,035
2017	40	20,729,497	47,300,271	531,526	1,212,827
2018	45	70,457,311	147,592,751	1,601,303	3,354,381
2019	42	428,837,159	623,375,353	10,210,409	14,842,270

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:
2007	28	3,553,845	126,923

2008	145	14,173,631	97,749
2009	139	15,576,005	112,058
2010	148	20,966,539	141,666
2011	151	19,880,739	131,661
2012	145	23,029,784	158,826
2013	147	20,612,587	140,222
2014	149	22,194,517	148,956
2015	143	19,975,543	139,689
2016	146	21,690,637	148,566
2017	137	18,758,562	136,924
2018	130	20,644,503	160,035
2019	124	18,086,415	145,858