

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 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| Glencore Xstrata | Mining | Ivan | Glasenberg | Male | South Africa | 66 |
| 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 |
| 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 | 1 | 1,801,631 | 5,319,614 | 1,801,631 | 5,319,614 |
| 2008 | 4 | 6,652,676 | 12,727,941 | 1,663,169 | 3,181,985 |
| 2009 | 4 | 6,408,441 | 13,321,785 | 1,602,110 | 3,330,446 |
| 2010 | 4 | 6,933,432 | 19,958,005 | 1,733,358 | 4,989,501 |
| 2011 | 4 | 7,270,801 | 21,692,091 | 1,817,700 | 5,423,023 |
| 2012 | 4 | 7,369,519 | 15,961,474 | 1,842,380 | 3,990,368 |
| 2013 | 6 | 7,636,569 | 13,961,227 | 1,272,761 | 2,326,871 |
| 2014 | 4 | 5,795,442 | 11,873,524 | 1,448,861 | 2,968,381 |
| 2015 | 5 | 5,548,447 | 11,220,918 | 1,109,689 | 2,244,184 |
| 2016 | 4 | 5,216,836 | 11,495,508 | 1,304,209 | 2,873,877 |
| 2017 | 3 | 2,898,266 | 4,958,788 | 966,089 | 1,652,929 |
| 2018 | 4 | 3,701,692 | 8,071,838 | 925,423 | 2,017,960 |
| 2019 | 3 | 272,326,952 | 420,038,996 | 90,775,651 | 140,012,999 |

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 | 10 | 12,251,648 | 21,010,288 | 1,225,165 | 2,101,029 |
| 2009 | 10 | 12,393,672 | 28,938,524 | 1,239,367 | 2,893,852 |
| 2010 | 10 | 13,293,988 | 35,252,316 | 1,329,399 | 3,525,232 |
| 2011 | 10 | 14,041,966 | 40,678,606 | 1,404,197 | 4,067,861 |
| 2012 | 11 | 13,415,039 | 32,557,345 | 1,219,549 | 2,959,759 |
| 2013 | 13 | 13,602,038 | 27,957,007 | 1,046,311 | 2,150,539 |
| 2014 | 9 | 9,874,587 | 21,330,816 | 1,097,176 | 2,370,091 |
| 2015 | 9 | 9,111,751 | 19,040,913 | 1,012,417 | 2,115,657 |
| 2016 | 8 | 8,159,219 | 17,967,521 | 1,019,902 | 2,245,940 |
| 2017 | 7 | 5,066,614 | 12,788,788 | 844,436 | 2,131,465 |
| 2018 | 6 | 5,054,432 | 11,378,513 | 842,405 | 1,896,419 |
| 2019 | 5 | 411,720,517 | 587,295,198 | 82,344,103 | 117,459,040 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2007 | 10 | 1,507,320 | 150,732 |
| 2008 | 33 | 5,178,782 | 156,933 |
| 2009 | 36 | 5,120,633 | 142,240 |
| 2010 | 36 | 5,971,724 | 165,881 |
| 2011 | 40 | 7,062,355 | 176,559 |
| 2012 | 39 | 9,612,698 | 246,479 |
| 2013 | 44 | 7,402,025 | 168,228 |
| 2014 | 35 | 8,652,768 | 247,222 |
| 2015 | 36 | 8,306,978 | 230,749 |
| 2016 | 36 | 8,132,649 | 225,907 |
| 2017 | 25 | 6,021,563 | 240,863 |
| 2018 | 24 | 8,576,374 | 357,349 |
| 2019 | 23 | 5,509,999 | 239,565 |