

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: |
|-------------|---------------------|------------|----------|---------|-----------------------|-------------------------|
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| Aveng | Construction | HJ (Kobus) | Verster | Male | South Africa | 57 |
| 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 |

CEO Remuneration - USD:

| Financial Year: | No. of CEOs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|--------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 2 | 1,725,269 | 2,985,504 | 862,635 | 1,492,752 |
| 2009 | 2 | 1,514,986 | 2,442,111 | 757,493 | 1,221,056 |
| 2010 | 2 | 1,690,971 | 3,225,013 | 845,486 | 1,612,507 |
| 2011 | 2 | 1,829,787 | 3,148,454 | 914,893 | 1,574,227 |
| 2012 | 2 | 1,841,722 | 3,300,755 | 920,861 | 1,650,378 |
| 2013 | 2 | 1,812,917 | 3,912,270 | 906,458 | 1,956,135 |
| 2014 | 3 | 1,842,490 | 5,049,914 | 614,163 | 1,683,305 |
| 2015 | 3 | 1,850,295 | 4,331,193 | 616,765 | 1,443,731 |
| 2016 | 2 | 1,514,749 | 3,770,823 | 757,374 | 1,885,412 |
| 2017 | 2 | 933,804 | 1,852,450 | 466,902 | 926,225 |
| 2018 | 1 | 1,238,205 | 3,450,736 | 1,238,205 | 3,450,736 |
| 2019 | 2 | 1,450,274 | 3,409,877 | 725,137 | 1,704,938 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|-------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 8 | 4,121,774 | 7,222,989 | 515,222 | 902,874 |
| 2009 | 7 | 4,431,792 | 7,289,707 | 633,113 | 1,041,387 |
| 2010 | 8 | 5,126,904 | 9,745,113 | 640,863 | 1,218,139 |
| 2011 | 8 | 5,531,287 | 9,053,923 | 691,411 | 1,131,740 |
| 2012 | 8 | 5,576,133 | 9,242,884 | 697,017 | 1,155,361 |
| 2013 | 9 | 5,854,450 | 14,099,671 | 650,494 | 1,566,630 |
| 2014 | 7 | 5,273,660 | 12,270,448 | 753,380 | 1,752,921 |
| 2015 | 9 | 6,256,940 | 11,846,159 | 695,216 | 1,316,240 |
| 2016 | 7 | 4,084,123 | 9,611,181 | 583,446 | 1,373,026 |
| 2017 | 7 | 3,061,284 | 9,286,076 | 510,214 | 1,547,679 |
| 2018 | 6 | 53,427,985 | 107,938,013 | 8,904,664 | 17,989,669 |
| 2019 | 6 | 2,075,017 | 6,036,382 | 512,659 | 1,156,064 |

2019 0 3,073,947 0,930,302 312,030 1,130,004

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2008 | 13 | 1,434,942 | 110,380 |
| 2009 | 11 | 1,395,761 | 126,887 |
| 2010 | 13 | 1,849,939 | 142,303 |
| 2011 | 15 | 1,941,155 | 129,410 |
| 2012 | 14 | 2,044,191 | 146,014 |
| 2013 | 16 | 2,078,569 | 129,911 |
| 2014 | 17 | 2,117,763 | 124,574 |
| 2015 | 16 | 2,006,795 | 125,425 |
| 2016 | 16 | 1,747,801 | 109,238 |
| 2017 | 16 | 2,182,657 | 136,416 |
| 2018 | 15 | 1,796,997 | 119,800 |
| 2019 | 11 | 1,614,866 | 146,806 |