

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: |
|-------------|---------------------|--------------------------|----------|---------|-----------------------|-------------------------|
| Mondi Group | Paper and Packaging | Peter Oswald | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter Oswald | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter Oswald | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter Oswald | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter Oswald | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter Oswald | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter Oswald | Oswald | Male | Germany | 0 |
| Mondi Group | Paper and Packaging | Peter Oswald | Oswald | Male | Germany | 0 |
| Sappi | Paper and Packaging | Stephen (Steve) R Binnie | Binnie | Male | South Africa | 56 |
| Sappi | Paper and Packaging | Stephen (Steve) R Binnie | Binnie | Male | South Africa | 56 |
| Sappi | Paper and Packaging | Stephen (Steve) R Binnie | Binnie | Male | South Africa | 56 |
| Sappi | Paper and Packaging | Stephen (Steve) R Binnie | 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 | 2 | 2,021,807 | 3,221,374 | 1,010,903 | 1,610,687 |
| 2009 | 2 | 1,750,142 | 3,087,298 | 875,071 | 1,543,649 |
| 2010 | 2 | 2,012,504 | 3,524,712 | 1,006,252 | 1,762,356 |
| 2011 | 2 | 2,090,255 | 4,438,119 | 1,045,128 | 2,219,059 |
| 2012 | 2 | 2,058,009 | 4,092,249 | 1,029,005 | 2,046,125 |
| 2013 | 2 | 2,036,110 | 4,157,159 | 1,018,055 | 2,078,579 |
| 2014 | 3 | 2,333,310 | 10,997,140 | 777,770 | 3,665,713 |
| 2015 | 3 | 1,902,977 | 4,804,024 | 634,326 | 1,601,341 |
| 2016 | 2 | 1,559,821 | 3,975,835 | 779,910 | 1,987,917 |
| 2017 | 2 | 938,720 | 2,357,549 | 469,360 | 1,178,774 |
| 2018 | 2 | 1,796,523 | 4,634,920 | 898,261 | 2,317,460 |
| 2019 | 2 | 1,767,407 | 3,230,732 | 883,703 | 1,615,366 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|-------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 5 | 3,620,032 | 5,334,611 | 724,006 | 1,066,922 |
| 2009 | 5 | 3,705,380 | 6,094,762 | 741,076 | 1,218,952 |
| 2010 | 5 | 4,173,926 | 7,050,286 | 834,785 | 1,410,057 |
| 2011 | 5 | 4,362,422 | 8,770,006 | 872,484 | 1,754,001 |
| 2012 | 6 | 4,312,879 | 8,470,755 | 718,813 | 1,411,793 |
| 2013 | 5 | 4,312,098 | 11,597,656 | 862,420 | 2,319,531 |
| 2014 | 6 | 4,701,186 | 16,927,850 | 783,531 | 2,821,308 |
| 2015 | 6 | 4,048,778 | 9,938,475 | 674,796 | 1,656,412 |
| 2016 | 5 | 3,513,535 | 8,516,869 | 702,707 | 1,703,374 |
| 2017 | 6 | 2,791,776 | 9,714,916 | 558,355 | 1,942,983 |
| 2018 | 4 | 2,872,527 | 7,245,814 | 718,132 | 1,826,453 |

| | | | | | |
|------|---|-----------|-----------|---------|-----------|
| 2018 | 4 | 2,012,021 | 1,343,014 | 110,132 | 1,030,433 |
| 2019 | 4 | 2,835,305 | 5,186,396 | 708,826 | 1,296,599 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2008 | 17 | 2,367,590 | 139,270 |
| 2009 | 17 | 2,242,156 | 131,892 |
| 2010 | 20 | 2,567,999 | 128,400 |
| 2011 | 19 | 2,570,136 | 135,270 |
| 2012 | 19 | 2,697,148 | 141,955 |
| 2013 | 19 | 2,622,593 | 138,031 |
| 2014 | 18 | 2,818,816 | 156,601 |
| 2015 | 17 | 2,536,956 | 149,233 |
| 2016 | 19 | 3,877,858 | 204,098 |
| 2017 | 20 | 3,030,343 | 151,517 |
| 2018 | 18 | 2,573,196 | 142,955 |
| 2019 | 19 | 2,482,962 | 130,682 |