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
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 `	∕ear: No. of	CEOs: Total Salaries	: Total Annua	l Remuneration: Avg. of Salaries	: Avg. of Remuneration:
2008	3	2,327,127	3,943,140	775,709	1,314,380
2009	3	2,093,885	3,566,208	697,962	1,188,736
2010	3	2,442,308	4,202,603	814,103	1,400,868
2011	3	2,636,674	5,106,743	878,891	1,702,248
2012	3	2,600,848	4,770,830	866,949	1,590,277
2013	3	2,528,951	4,844,090	842,984	1,614,697
2014	5	2,743,724	11,808,229	548,745	2,361,646
2015	4	2,283,309	5,256,647	570,827	1,314,162
2016	3	1,901,516	4,699,360	633,839	1,566,453
2017	3	1,398,367	2,846,676	466,122	948,892
2018	2	1,796,523	4,634,920	898,261	2,317,460
2019	3	1,989,903	4,046,642	663,301	1,348,881

Executive Director Remuneration - USD:

rmanciai	rear: No. of EL	os: Total Salarie	es: Total Annual Remu	neration: Avg. of Salar	ies: Avg. of Remuner	ation:
2008	10	4,992,341	8,620,584	499,234	862,058	
2009	9	5,285,781	8,812,660	587,309	979,184	
2010	10	6,237,652	11,216,698	623,765	1,121,670	
2011	10	6,739,212	12,014,848	673,921	1,201,485	
2012	11	6,772,621	11,750,884	615,693	1,068,262	
2013	11	6,908,252	15,482,384	628,023	1,407,489	
2014	10	6,507,947	19,686,696	650,795	1,968,670	
2015	11	6,993,464	13,421,673	635,769	1,220,152	
2016	9	4,740,850	11,188,170	526,761	1,243,130	
2017	9	3,828,530	10,936,356	478,566	1,367,044	
2018	8	54,309,181	109,820,980	6,788,648	13,727,622	
2010	0	2 027 500	7.052.760	400.040	004 221	

0 3.327.330 7.333.700 430.343 33

Non-Executive Director Remuneration - USD:

Financial	Year: No. of NE	Ds: Total Salarie	es: Average F	ees:
2008	25	2,578,836	103,153	
2009	22	2,550,825	115,947	
2010	27	3,144,735	116,472	
2011	28	3,283,460	117,266	
2012	27	3,438,697	127,359	
2013	28	3,367,821	120,279	
2014	29	3,468,478	119,603	
2015	27	3,254,351	120,532	
2016	29	4,462,197	153,869	
2017	29	3,634,937	125,343	
2018	26	3,096,995	119,115	
2019	23	2,874,829	124,993	