

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: |
|---------------------------------|--------------|-------------|----------|---------|-----------------------|-------------------------|
| Group Five | Construction | Eric CJ | Vemer | Male | South Africa | 53 |
| Group Five | Construction | ST (Themba) | Mosai | Male | South Africa | 0 |
| Group Five | Construction | Mike R | Upton | Male | South Africa | 63 |
| Group Five | Construction | Eric CJ | Vemer | Male | South Africa | 53 |
| Group Five | Construction | Eric CJ | Vemer | Male | South Africa | 53 |
| Group Five | Construction | ST (Themba) | Mosai | Male | South Africa | 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 | |
| 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: |
|-----------------|--------------|-----------------|----------------------------|-------------------|-----------------------|
| 2007 | 2 | 434,752 | 1,431,773 | 217,376 | 715,887 |
| 2008 | 2 | 1,747,035 | 2,938,346 | 873,517 | 1,469,173 |
| 2009 | 2 | 1,480,612 | 3,034,281 | 740,306 | 1,517,140 |
| 2010 | 2 | 1,674,970 | 4,147,373 | 837,485 | 2,073,687 |
| 2011 | 2 | 1,728,784 | 3,974,386 | 864,392 | 1,987,193 |
| 2012 | 2 | 1,789,077 | 3,763,336 | 894,538 | 1,881,668 |
| 2013 | 2 | 1,790,530 | 3,933,861 | 895,265 | 1,966,931 |
| 2014 | 2 | 1,889,838 | 5,270,454 | 944,919 | 2,635,227 |
| 2015 | 4 | 2,050,121 | 5,314,322 | 512,530 | 1,328,581 |
| 2016 | 2 | 1,508,647 | 3,450,688 | 754,323 | 1,725,344 |
| 2017 | 3 | 770,558 | 1,823,354 | 256,853 | 607,785 |
| 2018 | 3 | 1,570,173 | 3,782,704 | 523,391 | 1,260,901 |
| 2019 | 1 | 1,227,778 | 2,593,967 | 1,227,778 | 2,593,967 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|-------------|-----------------|----------------------------|-------------------|-----------------------|
| 2007 | 3 | 633,475 | 2,227,943 | 211,158 | 742,648 |
| 2008 | 4 | 3,076,550 | 4,611,623 | 769,137 | 1,152,906 |
| 2009 | 5 | 3,338,923 | 6,017,743 | 667,785 | 1,203,549 |
| 2010 | 5 | 3,719,780 | 7,840,563 | 743,956 | 1,568,113 |
| 2011 | 5 | 3,863,522 | 8,043,751 | 772,704 | 1,608,750 |
| 2012 | 5 | 3,886,197 | 7,739,658 | 777,239 | 1,547,932 |
| 2013 | 5 | 3,994,319 | 11,327,670 | 798,864 | 2,265,534 |
| 2014 | 5 | 4,189,752 | 11,071,679 | 927,951 | 2,214,326 |

| | | | | | |
|------|---|-----------|------------|---------|-----------|
| 2014 | 5 | 4,166,625 | 11,071,079 | 657,931 | 2,214,536 |
| 2015 | 7 | 4,166,625 | 10,332,104 | 595,232 | 1,476,015 |
| 2016 | 5 | 3,423,452 | 7,625,168 | 684,690 | 1,525,034 |
| 2017 | 8 | 2,844,953 | 9,567,294 | 406,422 | 1,366,756 |
| 2018 | 5 | 2,598,512 | 6,070,027 | 519,702 | 1,214,005 |
| 2019 | 2 | 1,983,662 | 4,169,010 | 991,831 | 2,084,505 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2007 | 5 | 128,085 | 25,617 |
| 2008 | 12 | 1,431,557 | 119,296 |
| 2009 | 13 | 1,416,153 | 108,935 |
| 2010 | 14 | 1,737,236 | 124,088 |
| 2011 | 12 | 1,782,129 | 148,511 |
| 2012 | 14 | 1,917,610 | 136,972 |
| 2013 | 15 | 1,881,864 | 125,458 |
| 2014 | 17 | 1,920,367 | 112,963 |
| 2015 | 13 | 1,796,305 | 138,177 |
| 2016 | 15 | 1,667,869 | 111,191 |
| 2017 | 16 | 2,229,517 | 139,345 |
| 2018 | 15 | 1,803,736 | 120,249 |
| 2019 | 7 | 1,222,999 | 174,714 |