

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: |
|----------------|---------------------|-----------|----------|---------|-----------------------|-------------------------|
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 68 |
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 68 |
| Aspen Holdings | Health | Stephen B | Saad | Male | South Africa | 68 |
| 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 |
| 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 | 1,831,073 | 3,146,448 | 915,537 | 1,573,224 |
| 2009 | 2 | 1,614,031 | 2,953,647 | 807,015 | 1,476,823 |
| 2010 | 2 | 1,877,141 | 3,928,645 | 938,570 | 1,964,323 |
| 2011 | 2 | 1,954,858 | 3,987,710 | 977,429 | 1,993,855 |
| 2012 | 2 | 1,974,238 | 4,134,303 | 987,119 | 2,067,152 |
| 2013 | 2 | 1,957,462 | 4,633,293 | 978,731 | 2,316,647 |
| 2014 | 2 | 1,992,731 | 5,494,466 | 996,366 | 2,747,233 |
| 2015 | 3 | 2,020,925 | 5,104,532 | 673,642 | 1,701,511 |
| 2016 | 2 | 1,605,732 | 4,054,959 | 802,866 | 2,027,479 |
| 2017 | 2 | 996,574 | 2,405,098 | 498,287 | 1,202,549 |
| 2018 | 2 | 1,743,731 | 4,436,327 | 871,865 | 2,218,163 |
| 2019 | 2 | 1,747,666 | 3,399,950 | 873,833 | 1,699,975 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|-------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 5 | 3,499,162 | 5,545,239 | 699,832 | 1,109,048 |
| 2009 | 5 | 3,661,342 | 6,384,557 | 732,268 | 1,276,911 |
| 2010 | 5 | 4,187,569 | 8,102,564 | 837,514 | 1,620,513 |
| 2011 | 5 | 4,380,428 | 8,560,800 | 876,086 | 1,712,160 |
| 2012 | 6 | 4,899,019 | 9,891,977 | 816,503 | 1,648,663 |
| 2013 | 4 | 3,895,683 | 11,622,897 | 973,921 | 2,905,724 |
| 2014 | 5 | 4,490,043 | 11,805,237 | 898,009 | 2,361,047 |
| 2015 | 6 | 4,317,412 | 10,594,779 | 719,569 | 1,765,797 |
| 2016 | 5 | 3,646,029 | 8,759,880 | 729,206 | 1,751,976 |
| 2017 | 6 | 2,977,476 | 9,967,850 | 595,495 | 1,993,570 |
| 2018 | 4 | 2,912,848 | 7,263,001 | 728,212 | 1,815,750 |
| 2019 | 4 | 2,022,112 | 5,641,024 | 722,028 | 1,410,482 |

2019 4 2,932,112 3,041,334 733,020 1,410,403

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2008 | 15 | 1,489,719 | 99,315 |
| 2009 | 15 | 1,363,601 | 90,907 |
| 2010 | 15 | 1,645,682 | 109,712 |
| 2011 | 15 | 1,647,315 | 109,821 |
| 2012 | 15 | 1,707,029 | 113,802 |
| 2013 | 15 | 1,719,137 | 114,609 |
| 2014 | 15 | 1,833,675 | 122,245 |
| 2015 | 16 | 1,644,732 | 102,796 |
| 2016 | 15 | 1,450,038 | 96,669 |
| 2017 | 15 | 1,954,421 | 130,295 |
| 2018 | 16 | 1,605,389 | 100,337 |
| 2019 | 17 | 1,538,601 | 90,506 |