

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: |
|---------------------------------|------------|----------|----------|---------|-----------------------|-------------------------|
| Altron | Industrial | Robert E | Venter | Male | South Africa | 62 |
| Altron | Industrial | Robert E | Venter | Male | South Africa | 62 |
| Altron | Industrial | Mteto | Nyati | Male | South Africa | 2022 |
| 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 | 1,956,708 | 3,410,897 | 978,354 | 1,705,449 |
| 2009 | 2 | 1,745,818 | 2,851,340 | 872,909 | 1,425,670 |
| 2010 | 2 | 1,904,146 | 3,550,407 | 952,073 | 1,775,203 |
| 2011 | 2 | 2,078,659 | 3,685,509 | 1,039,330 | 1,842,754 |
| 2012 | 2 | 2,151,801 | 3,808,334 | 1,075,900 | 1,904,167 |
| 2013 | 2 | 2,227,083 | 4,275,220 | 1,113,541 | 2,137,610 |
| 2014 | 2 | 2,103,590 | 5,767,110 | 1,051,795 | 2,883,555 |
| 2015 | 3 | 2,105,214 | 4,742,041 | 701,738 | 1,580,680 |
| 2016 | 2 | 1,611,918 | 3,676,194 | 805,959 | 1,838,097 |
| 2017 | 2 | 1,006,775 | 2,408,422 | 503,388 | 1,204,211 |
| 2018 | 3 | 1,807,333 | 5,066,825 | 602,444 | 1,688,942 |
| 2019 | 2 | 1,671,836 | 3,653,967 | 835,918 | 1,826,983 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salaries: | Total Annual Remuneration: | Avg. of Salaries: | Avg. of Remuneration: |
|-----------------|-------------|-----------------|----------------------------|-------------------|-----------------------|
| 2008 | 10 | 5,023,225 | 8,169,301 | 502,322 | 816,930 |
| 2009 | 10 | 5,033,400 | 8,381,294 | 503,340 | 838,129 |
| 2010 | 10 | 5,755,940 | 9,662,637 | 575,594 | 966,264 |
| 2011 | 8 | 5,687,599 | 9,570,992 | 710,950 | 1,196,374 |
| 2012 | 8 | 5,562,524 | 9,330,869 | 695,315 | 1,166,359 |
| 2013 | 8 | 5,865,660 | 13,164,587 | 733,207 | 1,645,573 |
| 2014 | 7 | 5,349,346 | 13,734,571 | 764,192 | 1,962,082 |
| 2015 | 8 | 5,157,917 | 11,186,340 | 644,740 | 1,398,292 |
| 2016 | 7 | 3,916,745 | 9,678,997 | 559,535 | 1,382,714 |
| 2017 | 6 | 2,814,193 | 10,017,163 | 562,839 | 2,003,433 |
| 2018 | 5 | 2,850,109 | 7,431,822 | 570,022 | 1,486,364 |
| 2019 | 2 | 2,427,720 | 5,229,010 | 909,240 | 1,712,002 |

2019 3 2,421,120 3,229,010 609,240 1,743,003

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Salaries: | Average Fees: |
|-----------------|--------------|-----------------|---------------|
| 2008 | 12 | 2,021,641 | 168,470 |
| 2009 | 16 | 1,818,040 | 113,628 |
| 2010 | 15 | 1,955,195 | 130,346 |
| 2011 | 16 | 2,019,937 | 126,246 |
| 2012 | 18 | 2,511,628 | 139,535 |
| 2013 | 18 | 2,230,135 | 123,896 |
| 2014 | 17 | 2,207,319 | 129,842 |
| 2015 | 17 | 2,045,199 | 120,306 |
| 2016 | 17 | 1,693,935 | 99,643 |
| 2017 | 17 | 2,181,049 | 128,297 |
| 2018 | 20 | 2,194,364 | 109,718 |
| 2019 | 18 | 1,905,970 | 105,887 |