## 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: |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| Mondi | Age at Latest Year End: |  |  |  |  |  |
| 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 | 1 | $1,419,949$ | $2,263,739$ | $1,419,949$ | $2,263,739$ |
| 2009 | 1 | $1,171,243$ | $1,963,202$ | $1,171,243$ | $1,963,202$ |
| 2010 | 1 | $1,261,167$ | $2,547,123$ | $1,261,167$ | $2,547,123$ |
| 2011 | 1 | $1,283,368$ | $2,479,830$ | $1,283,368$ | $2,479,830$ |
| 2012 | 1 | $1,298,883$ | $2,622,174$ | $1,298,883$ | $2,622,174$ |
| 2013 | 1 | $1,320,076$ | $3,225,339$ | $1,320,076$ | $3,225,339$ |
| 2014 | 1 | $1,432,076$ | $4,238,825$ | $1,432,076$ | $4,238,825$ |
| 2015 | 2 | $1,469,963$ | $3,878,570$ | 734,982 | $1,939,285$ |
| 2016 | 1 | $1,173,054$ | $3,047,298$ | $1,173,054$ | $3,047,298$ |
| 2017 | 1 | 474,157 | $1,363,323$ | 474,157 | $1,363,323$ |
| 2018 | 1 | $1,238,205$ | $3,450,736$ | $1,238,205$ | $3,450,736$ |
| 2019 | 1 | $1,227,778$ | $2,593,967$ | $1,227,778$ | $2,593,967$ |

## Executive Director Remuneration - USD:

|  | N | 0. of EDs: | Total Sala | Total Ann | Avg. of | Avg. of Re |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 200 | 3 |  | 2,749,464 | 3,937,016 | 916,488 | 1,312,339 |
| 200 | 3 |  | 2,851,391 | 4,571,809 | 950,464 | 1,523,936 |
| 201 | 3 |  | 3,063,178 | 5,578,701 | 1,021,05 | 1,859,567 |
| 201 | 3 |  | 3,154,497 | 5,809,081 | 1,051,49 | 1,936,360 |
| 201 | 3 |  | 3,116,391 | 5,962,755 | 1,038,79 | 1,987,585 |
| 201 | 3 |  | 3,258,296 | 10,214,943 | 1,086,09 | 3,404,981 |
| 201 | 3 |  | 3,466,899 | 9,511,602 | 1,155,63 | 3,170,534 |
| 201 | 4 |  | 3,312,254 | 8,362,961 | 828,064 | 2,090,740 |
| 201 | 3 |  | 2,856,808 | 6,939,880 | 952,269 | 2,313,293 |
| 201 | 4 |  | 2,024,530 | 8,064,636 | 674,843 | 2,688,212 |
| 201 | 2 |  | 1,991,331 | 5,462,847 | 995,666 | 2,731,423 |
| 201 | 2 |  | 1,983,662 | 4,169,010 | 991,831 | 2,084,505 |

## Non-Executive Director Remuneration - USD:

| \|Financial | Year: | No. of NEDS: | Total Salaries: |
| :--- | :---: | :---: | :---: |
| 2008 | 5 | $1,223,697$ | 244,739 |
| 2009 | 6 | $1,087,092$ | 181,182 |
| 2010 | 6 | $1,273,204$ | 212,201 |
| 2011 | 6 | $1,227,831$ | 204,639 |
| 2012 | 6 | $1,302,642$ | 217,107 |
| 2013 | 7 | $1,333,341$ | 190,477 |
| 2014 | 6 | $1,468,101$ | 244,683 |
| 2015 | 6 | $1,289,400$ | 214,900 |
| 2016 | 6 | $1,163,462$ | 193,910 |
| 2017 | 7 | $1,578,063$ | 225,438 |
| 2018 | 7 | $1,273,198$ | 181,885 |
| 2019 | 7 | $1,222,999$ | 174,714 |

