

Company Information Report

Contact Details

Home Country:	Postal Address:	Postal Address:	City:	Area code:	Head Office Telephone:	Email:	Website:	Company Registration Date::	Latest Annual Report:	Recording Currency:
South Africa	4th Floor, No. 3 Melrose Boulevard	Melrose Arch	Gauteng 2196		+27 11 994 5400	philip.laubscher@mondigroup.com	http://: www.mondigroup.com	1967/01/01	2023/12/31	Euro

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
UNI	No	0

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Paper and Packaging	Johannesburg Stock Exchange (JSE), London Stock Exchange	0

Five Major Shareholders

12% Public Investment Corporation SOC Ltd
7% BlackRock, Inc.
6% Allan Gray (Pty) Ltd
5% Aberdeen Asset Management plc

4%

Ninety One SA (Pty) Ltd

Company Performance Report

Company Performance in US Dollars - USD

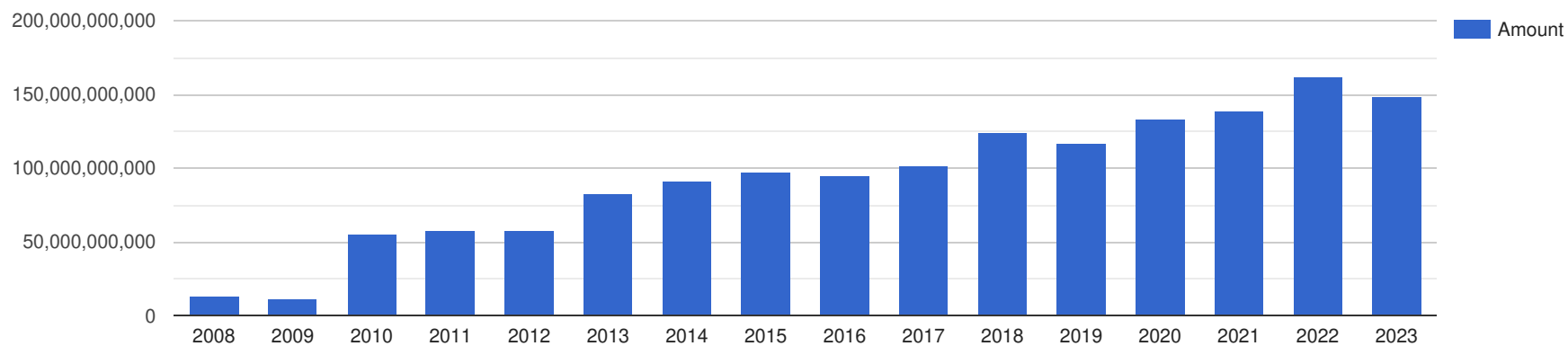
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	1,535,429,262	123,095,525	2,035,671,100	1,148,488,512
2009	1,395,526,596	9,773,824	1,995,363,699	1,088,402,982
2010	7,430,463,576	441,059,603	8,600,000,000	4,329,801,325
2011	7,993,036,212	636,490,251	7,862,116,992	3,635,097,493
2012	7,423,076,923	471,794,872	8,479,487,179	4,792,307,692
2013	8,600,265,604	778,220,452	8,286,852,590	4,507,304,117
2014	8,501,992,032	891,102,258	8,430,278,884	4,586,985,392
2015	7,610,491,071	952,008,929	7,219,866,071	3,662,946,429
2016	7,012,631,579	927,368,421	7,694,736,842	-3,804,210,526
2017	8,549,397,590	1,142,168,675	8,685,542,169	3,819,277,108
2018	8,608,745,685	1,416,570,771	9,254,315,305	-4,852,704,258
2019	8,075,555,556	1,243,333,333	9,488,888,889	-4,616,666,667
2020	9,518,571,429	1,181,428,571	8,818,571,429	2,558,571,429
2021	8,729,751,819	1,111,141,530	10,468,241,823	-4,941,923,469
2022	9,410,147,992	1,649,048,626	11,466,173,362	4,855,179,704
2023	7,986,489,431	772,499,455	10,856,395,729	4,214,425,801

Company Performance in South African Rand - ZAR

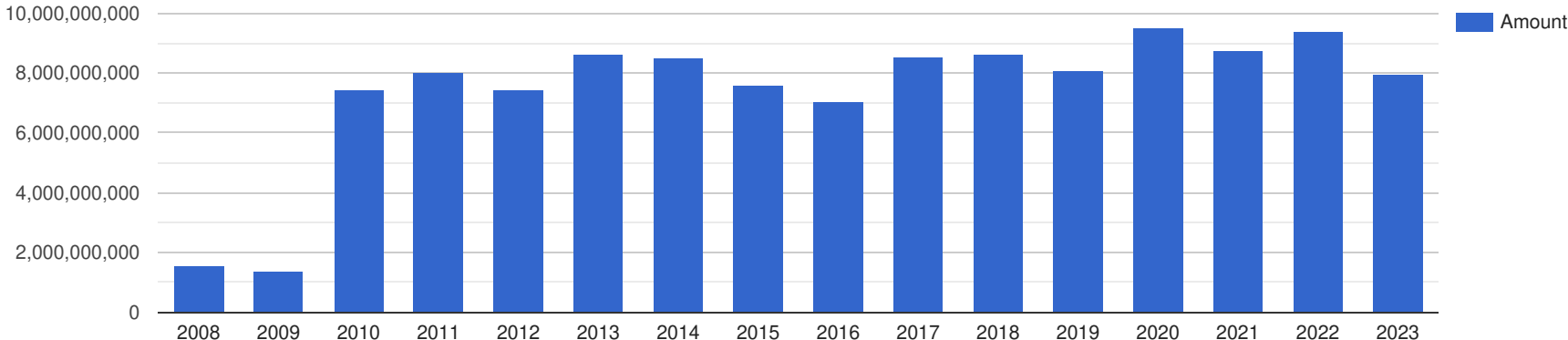
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	12,698,000,000	1,018,000,000	16,835,000,000	9,498,000,000
2009	11,137,000,000	78,000,000	15,924,000,000	8,686,000,000
2010	55,000,000,000	3,264,705,882	63,656,862,745	32,049,019,608
2011	57,969,696,970	4,616,161,616	57,020,202,020	26,363,636,364
2012	57,900,000,000	3,680,000,000	66,140,000,000	37,380,000,000
2013	83,025,641,026	7,512,820,513	80,000,000,000	43,512,820,513
2014	91,457,142,857	9,585,714,286	90,685,714,286	49,342,857,143
2015	97,414,285,714	12,185,714,286	92,414,285,714	46,885,714,286
2016	95,171,428,571	12,585,714,286	104,428,571,429	-51,628,571,429
2017	101,371,428,571	13,542,857,143	102,985,714,286	45,285,714,286
2018	124,683,333,333	20,516,666,667	134,033,333,333	-70,283,333,333
2019	117,225,806,452	18,048,387,097	137,741,935,484	-67,016,129,032
2020	133,260,000,000	16,540,000,000	123,460,000,000	35,820,000,000
2021	138,703,528,795	17,654,482,559	166,325,699,880	-78,520,241,861
2022	161,854,545,455	28,363,636,364	197,218,181,818	83,509,090,909
2023	148,983,739,837	14,410,569,106	202,520,325,203	78,617,886,179

Company Performance Changes Report

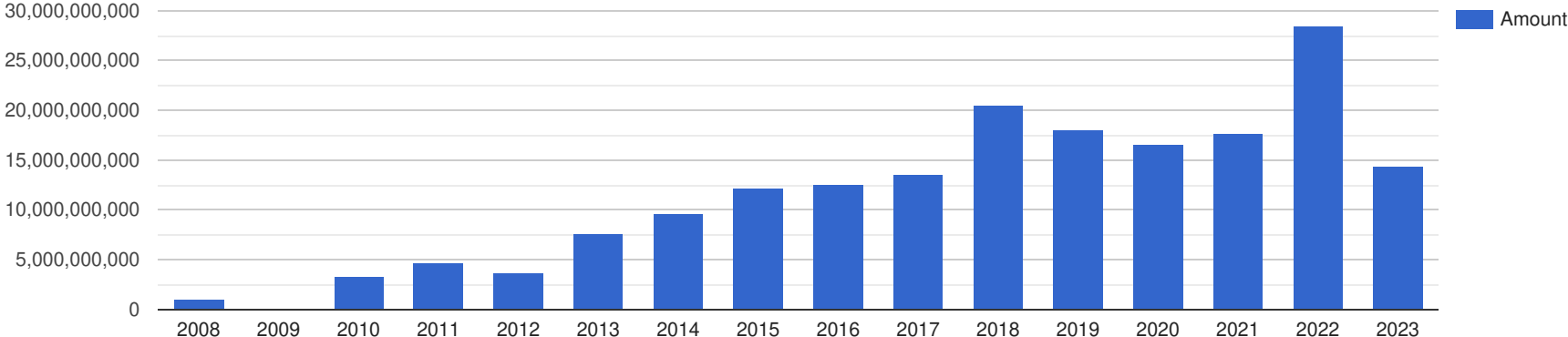
Company Revenue - ZAR



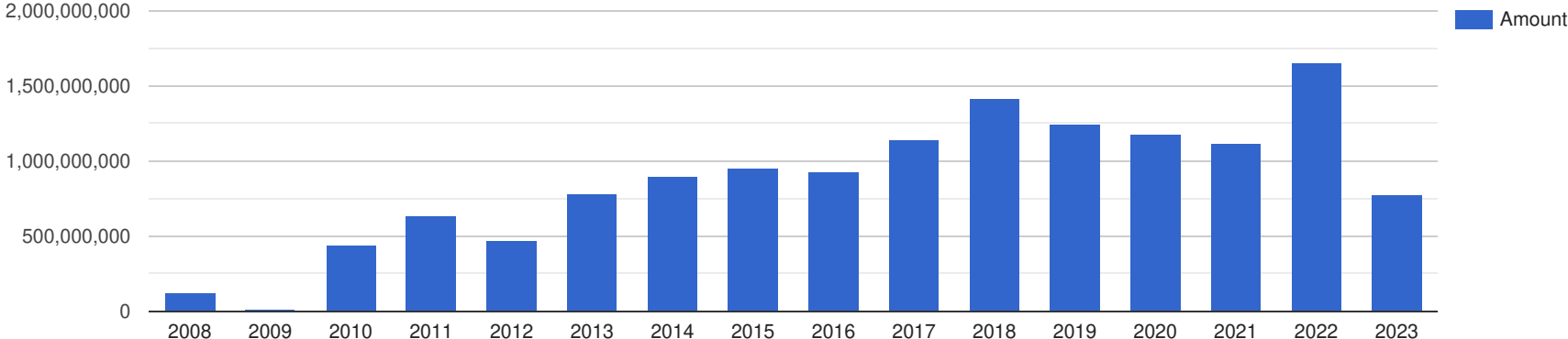
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD



Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Oswald	Peter	Male	Yes	Yes
2009	Oswald	Peter	Male	Yes	Yes
2010	Oswald	Peter	Male	Yes	Yes
2011	Oswald	Peter	Male	Yes	Yes
2012	Oswald	Peter	Male	Yes	Yes
2013	Oswald	Peter	Male	Yes	Yes
2014	Oswald	Peter	Male	Yes	Yes
2015	Oswald	Peter	Male	Yes	Yes
2015	Oswald	Peter	Male	Yes	Yes
2016	Oswald	Peter	Male	Yes	Yes
2017	Oswald	Peter	Male	No	No
2017	Oswald	Peter	Male	No	No
2018	Oswald	Peter	Male	No	No
2019	Oswald	Peter	Male	Yes	Yes
2020	King	Andrew	Male	Yes	Yes
2020	Oswald	Peter	Male	No	No
2021	King	Andrew	Male	Yes	Yes
2022	King	Andrew	Male	Yes	Yes
2023	King	Andrew	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	1,419,949	484,877	358,914	0	2,263,739	0	2,263,739
2009	1,171,243	60,543	731,415	0	1,963,202	0	1,963,202
2010	1,261,167	443,518	842,437	0	2,547,123	844,592	3,391,715
2011	1,283,368	445,439	751,022	0	2,479,830	7,670,167	10,149,996
2012	1,298,883	415,463	785,115	122,713	2,622,174	6,608,272	9,230,446
2013	1,320,076	458,169	1,447,094	0	3,225,339	0	3,225,339
2014	1,432,076	493,278	1,963,795	349,676	4,238,825	4,307,991	8,546,815
2015	1,469,963	472,335	1,844,636	91,636	3,878,570	4,099,771	7,978,342
2016	1,173,054	401,206	1,206,516	266,522	3,047,298	2,664,887	5,712,185
2017	1,698,487	520,347	1,628,296	481,177	4,328,307	1,378,810	5,707,117
2018	1,238,205	363,610	1,797,873	51,048	3,450,736	271,496	3,722,232
2019	1,227,778	68,009	1,204,693	93,487	2,593,967	1,629,123	4,223,090
2020	1,817,674	340,510	1,626,493	303,679	4,088,356	2,167,299	6,255,654
2021	1,298,719	279,794	0	43,017	1,621,530	3,065,575	4,687,105
2022	1,070,507	219,730	1,901,222	87,543	3,279,003	1,206,913	4,485,916
2023	1,169,390	372,024	627,379	1,961	2,170,754	1,343,709	3,514,463

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	3	2,749,464	3,937,016	916,488	1,312,339
2009	3	2,851,391	4,571,809	950,464	1,523,936
2010	3	3,063,178	5,578,701	1,021,059	1,859,567
2011	3	3,154,497	5,809,081	1,051,499	1,936,360
2012	3	3,116,391	5,962,755	1,038,797	1,987,585
2013	3	3,258,296	10,214,943	1,086,099	3,404,981
2014	3	3,466,899	9,511,602	1,155,633	3,170,534
2015	4	3,312,254	8,362,961	828,064	2,090,740
2016	3	2,856,808	6,939,880	952,269	2,313,293
2017	5	3,248,860	11,029,620	812,215	2,757,405
2018	2	1,991,331	5,462,847	995,666	2,731,423
2019	2	1,983,662	4,169,010	991,831	2,084,505
2020	3	1,986,270	4,416,811	662,090	1,472,270
2021	2	2,126,850	2,548,121	1,063,425	1,274,060
2022	2	1,753,118	5,185,109	876,559	2,592,554
2023	2	1,915,033	3,437,784	957,516	1,718,892

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	6	1,957,846	326,308
2009	7	1,457,763	208,252
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
2020	7	1,422,443	203,206
2021	9	1,330,023	147,780
2022	8	1,124,448	140,556
2023	8	1,323,990	165,499

CEO Remuneration - ZAR:

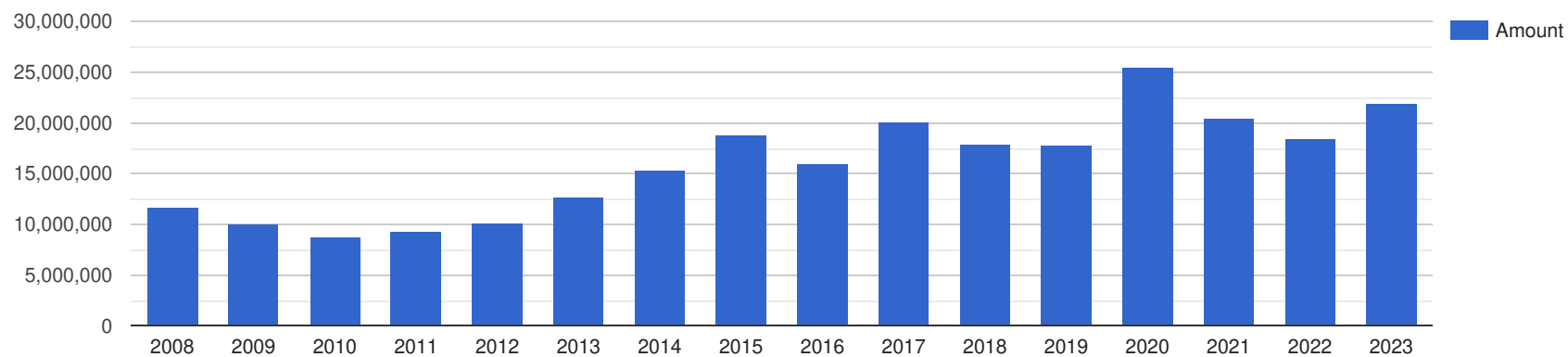
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	11,742,977	4,009,929	2,968,216	0	18,721,122	0	18,721,122
2009	10,051,611	519,580	6,277,007	0	16,848,198	0	16,848,198
2010	8,756,284	3,079,347	5,849,043	0	17,684,674	5,864,005	23,548,679
2011	9,294,697	3,226,061	5,439,222	0	17,959,980	55,550,600	73,510,580
2012	10,131,290	3,240,610	6,123,900	957,160	20,452,960	51,544,520	71,997,480
2013	12,743,808	4,423,090	13,970,026	0	31,136,923	0	31,136,923
2014	15,405,043	5,306,257	21,124,829	3,761,514	45,597,643	46,341,671	91,939,314
2015	18,815,529	6,045,886	23,611,343	1,172,943	49,645,700	52,477,071	102,122,771
2016	15,920,014	5,444,943	16,374,143	3,617,086	41,356,186	36,166,329	77,522,514
2017	20,139,200	6,169,829	19,306,943	5,705,386	51,321,357	16,348,743	67,670,100
2018	17,933,333	5,266,283	26,039,200	739,350	49,978,167	3,932,167	53,910,333
2019	17,822,581	987,226	17,487,484	1,357,065	37,654,355	23,648,565	61,302,919
2020	25,447,440	4,767,140	22,770,900	4,251,500	57,236,980	30,342,180	87,579,160
2021	20,524,393	4,421,750	0	679,821	25,625,964	48,447,036	74,073,000
2022	18,412,727	3,779,364	32,701,018	1,505,745	56,398,855	20,758,909	77,157,764
2023	21,908,163	6,969,755	11,753,755	36,735	40,668,408	25,173,980	65,842,388

Executive Director Remuneration - ZAR:

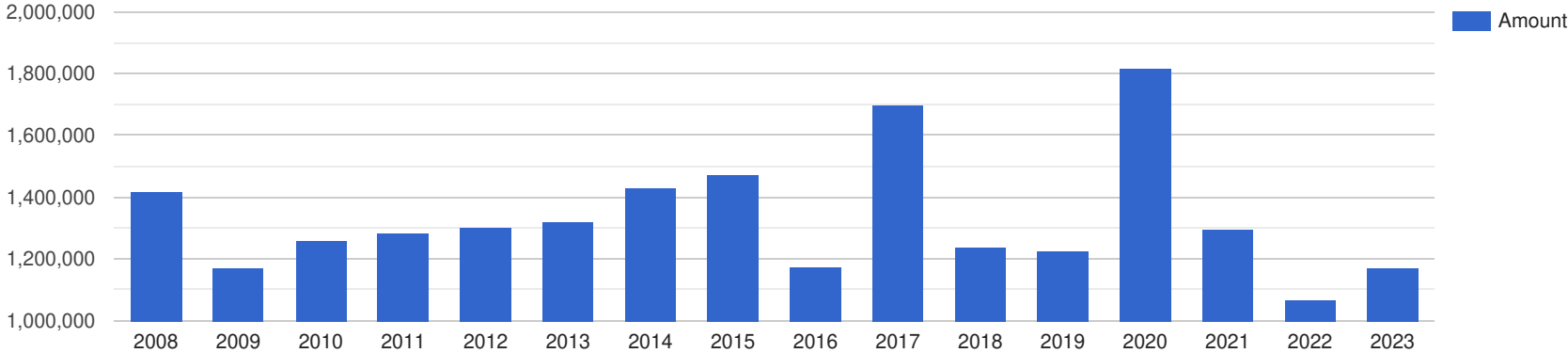
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration:	Average Salary:	Average Remuneration:
2008	3	22,738,067	32,559,123	7,579,356	10,853,041
2009	3	24,470,641	39,235,267	8,156,880	13,078,422
2010	3	21,267,642	38,732,922	7,089,214	12,910,974
2011	3	22,846,202	42,071,828	7,615,401	14,023,943
2012	3	24,307,850	46,509,490	8,102,617	15,503,163
2013	3	31,455,090	98,613,487	10,485,030	32,871,162
2014	3	37,293,929	102,317,657	12,431,310	34,105,886
2015	4	42,396,857	107,045,900	10,599,214	26,761,475
2016	3	38,770,971	94,184,086	12,923,657	31,394,695
2017	5	38,522,200	130,779,786	9,630,550	32,694,946
2018	2	28,841,117	79,120,233	14,420,558	39,560,117
2019	2	28,795,097	60,517,887	14,397,548	30,258,944
2020	3	27,807,780	61,835,360	9,269,260	20,611,787
2021	2	33,611,821	40,269,411	16,805,911	20,134,705
2022	2	30,153,636	89,183,873	15,076,818	44,591,936
2023	2	35,877,551	64,405,837	17,938,776	32,202,918

Company Directors Fee Changes

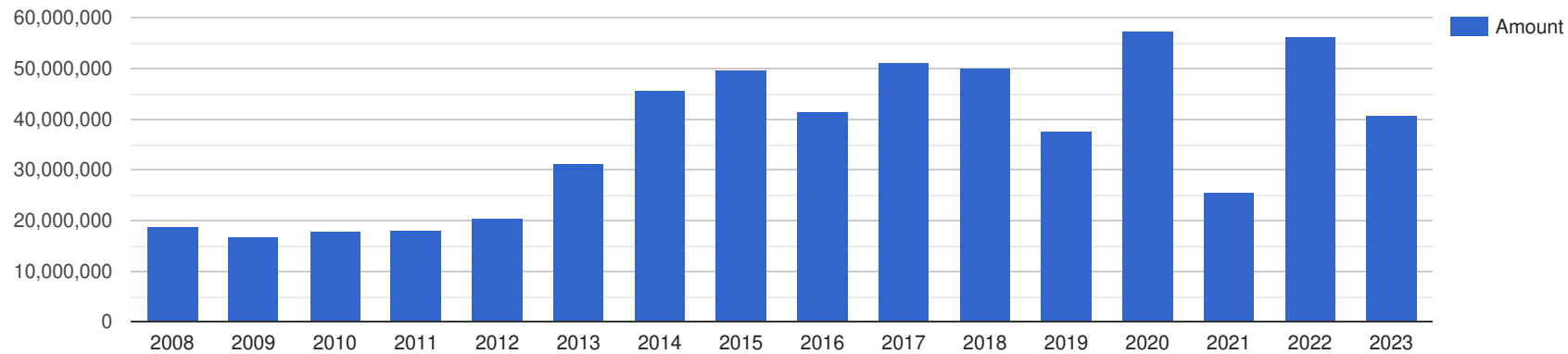
CEO Salary - ZAR



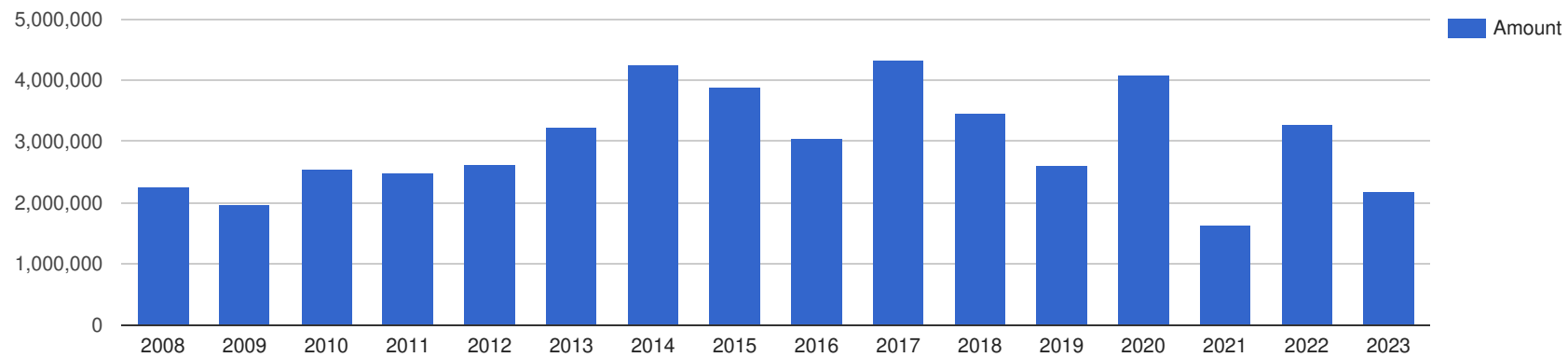
CEO Salary - USD



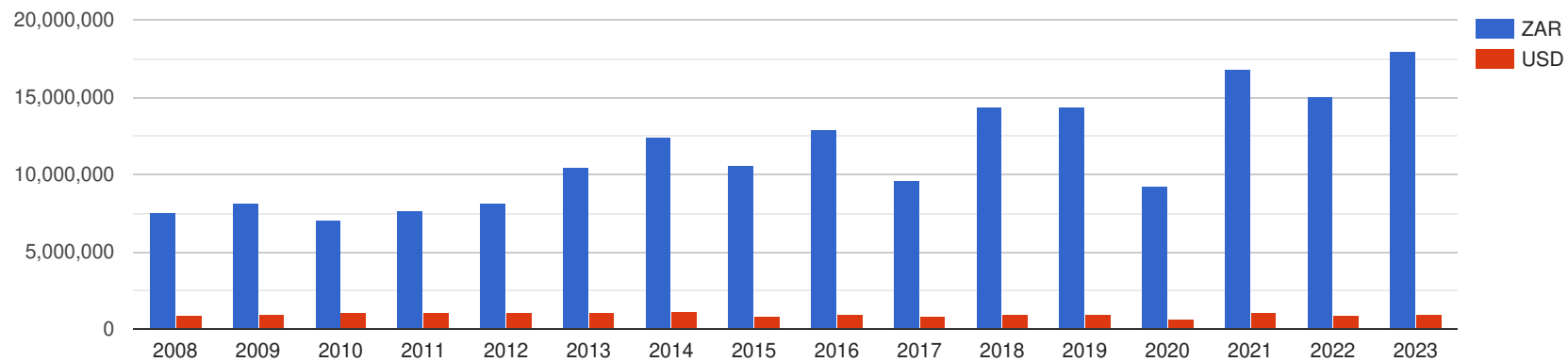
CEO Remuneration - ZAR



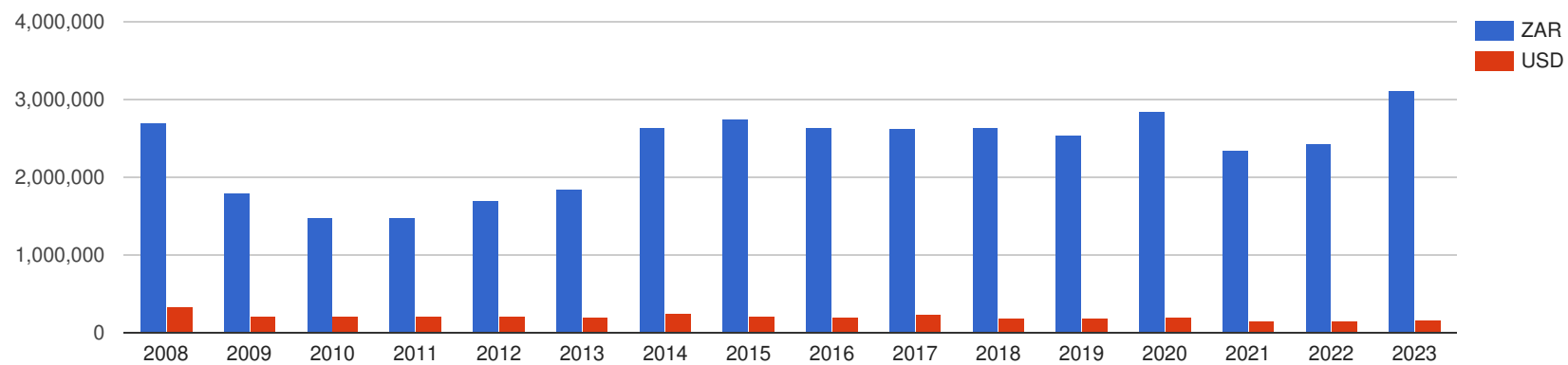
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	33400
2009	0	0	30100
2010	0	0	28800
2011	0	0	23400
2012	0	0	25700
2013	0	0	0
2014	0	0	0
2015	0	0	25300
2016	0	0	25400
2017	0	0	26300
2018	0	0	26100
2019	25900	0	25900
2020	0	0	25871
2021	0	0	26400
2022	21990	0	21990
2023	21773	0	21773

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	All African operations = 5800 employees. 2012-All africa employees = 8% of total workforce - 2056
Morocco	No	No	2012 - All africa employees = 8% of total workforce - 2056
Mozambique	No	No	0
Namibia	No	No	0
Zimbabwe	No	No	0
China	No	No	Plant in China under construction, expected to commence operations towards the end of 2013. 2012: Percentage employees not in Africa of Europe = 7%
Indonesia	No	No	2012: Percentage employees not in Africa of Europe = 7%
Japan	No	No	2012: Percentage employees not in Africa of Europe = 7%
Malaysia	No	No	Percentage employees not in Africa of Europe = 7%
Singapore	No	No	2012:Percentage employees not in Africa of Europe = 7%
Thailand	No	No	2012: Percentage employees not in Africa of Europe = 7%
Australia	No	No	2012: Percentage employees not in Africa of Europe = 7%
Austria	No	No	2012: europe has 85% of employees.
Belgium	No	No	2012: europe has 85% of employees.
Bulgaria	No	No	2012: europe has 85% of employees.
Czech Republic	No	No	2012: europe has 85% of employees.
Croatia	No	No	2012: europe has 85% of employees.
Denmark	No	No	2012: europe has 85% of employees.
Estonia	No	No	2012: europe has 85% of employees.
Finland	No	No	2012: europe has 85% of employees.
France	No	No	2012: europe has 85% of employees.
Germany	No	No	2012: europe has 85% of employees.
Greece	No	No	2012: europe has 85% of employees.
Hungary	No	No	2012: europe has 85% of employees.
Italy	No	No	2012: europe has 85% of employees.
Ireland	No	No	0
Latvia	No	No	2012: europe has 85% of employees.
Lithuania	No	No	2012: europe has 85% of employees.
Luxembourg	No	No	2012: europe has 85% of employees.
Netherlands	No	No	2012: europe has 85% of employees.
Norway	No	No	2012: europe has 85% of employees.
Poland	No	No	2012: europe has 85% of employees.
Portugal	No	No	2012: europe has 85% of employees.
Romania	No	No	2012: europe has 85% of employees.
Russia	No	No	2012: europe has 85% of employees.
Serbia	No	No	2012: europe has 85% of employees.
Slovakia	No	No	2012: europe has 85% of employees.
Slovenia	No	No	2012: europe has 85% of employees.
Spain	No	No	2012: europe has 85% of employees.
Sweden	No	No	2012: europe has 85% of employees.
Switzerland	No	No	2012: europe has 85% of employees.
Taiwan	No	No	2012: europe has 85% of employees.
Turkey	No	No	2012: europe has 85% of employees.
USA	No	No	2012: europe has 85% of employees.
UK	No	No	2012: europe has 85% of employees.

Slovakia	No	No	2012: europe has 85% of employees.
Slovenia	No	No	2012: europe has 85% of employees.
Spain	No	No	2012: europe has 85% of employees.
Sweden	No	No	2012: europe has 85% of employees.
Switzerland	No	No	2012: europe has 85% of employees.
Turkey	No	No	2012: europe has 85% of employees.
Ukraine	No	No	2012: europe has 85% of employees.
United Kingdom	No	No	2012: europe has 85% of employees.
Argentina	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
Mexico	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
Bolivia	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
Uruguay	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
Jordan	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
Lebanon	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
Oman	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
United Arab Emirates	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
Canada	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.
United States of America	No	No	2012: employees in operations not in europe or africa account to 7% of total employment.

Total Employee Count:

Country:	Year End:	No. Operations	No. Employees:	No. Contractors:	Total Workforce:	Union(s):	Degree of Unionisation:	Min Wage (Local) Per Month:	Min Wage USD (Per Annum):	Min Wage USD (Per Annum):
South Africa	2014	0	0	0	0	0	0	0	0	No
United Kingdom	2013	0	0	0	0	0	0	0	0	No
Argentina	2012	0	0	0	0	0	0	0	0	No
Australia	2013	0	0	0	0	0	0	0	0	No
Bolivia	2012	0	0	0	0	0	0	0	0	No
Bulgaria	2013	0	0	0	0	0	0	0	0	No
China	2013	0	0	0	0	0	0	0	0	No
Thailand	2013	0	0	0	0	0	0	0	0	No
Uruguay	2012	0	0	0	0	0	0	0	0	No
Austria	2013	0	0	0	0	0	0	0	0	No
Belgium	2012	0	0	0	0	0	0	0	0	No
Canada	2012	0	0	0	0	0	0	0	0	No
Croatia	2013	0	0	0	0	0	0	0	0	No
Czech Republic	2013	0	0	0	0	0	0	0	0	No
Denmark	2012	0	0	0	0	0	0	0	0	No
Estonia	2012	0	0	0	0	0	0	0	0	No
Finland	2013	0	0	0	0	0	0	0	0	No
France	2013	0	0	0	0	0	0	0	0	No
Germany	2013	0	0	0	0	0	0	0	0	No
Greece	2013	0	0	0	0	0	0	0	0	No
Hungary	2013	0	0	0	0	0	0	0	0	No
Indonesia	2012	0	0	0	0	0	0	0	0	No
Ireland	2012	0	0	0	0	0	0	0	0	No
Italy	2013	0	0	0	0	0	0	0	0	No
Japan	2012	0	0	0	0	0	0	0	0	No
Jordan	2013	0	0	0	0	0	0	0	0	No
Latvia	2012	0	0	0	0	0	0	0	0	No
Lebanon	2013	0	0	0	0	0	0	0	0	No
Lithuania	2012	0	0	0	0	0	0	0	0	No
Luxembourg	2012	0	0	0	0	0	0	0	0	No
Malaysia	2013	0	0	0	0	0	0	0	0	No
Mexico	2013	0	0	0	0	0	0	0	0	No
Morocco	2014	0	0	0	0	0	0	0	0	No
Mozambique	2010	0	0	0	0	0	0	0	0	No
Namibia	2010	0	0	0	0	0	0	0	0	No
Netherlands	2013	0	0	0	0	0	0	0	0	No
Norway	2012	0	0	0	0	0	0	0	0	No
-	-	-	-	-	-	-	-	-	-	-

Oman	2013	0	0	0	0	0	0	0	0	No
Poland	2013	0	0	0	0	0	0	0	0	No
Portugal	2012	0	0	0	0	0	0	0	0	No
Romania	2012	0	0	0	0	0	0	0	0	No
Russia	2013	0	0	0	0	0	0	0	0	No
Serbia	2013	0	0	0	0	0	0	0	0	No
Singapore	2012	0	0	0	0	0	0	0	0	No
Slovakia	2013	0	0	0	0	0	0	0	0	No
Slovenia	2012	0	0	0	0	0	0	0	0	No
Spain	2013	0	0	0	0	0	0	0	0	No
Sweden	2013	0	0	0	0	0	0	0	0	No
Switzerland	2012	0	0	0	0	0	0	0	0	No
Turkey	2013	0	0	0	0	0	0	0	0	No
Ukraine	2013	0	0	0	0	0	0	0	0	No
United Arab Emirates	2012	0	0	0	0	0	0	0	0	No
Zimbabwe	2010	0	0	0	0	0	0	0	0	No
United States of America	2013	0	0	0	0	0	0	0	0	No