

MONDI PLC

SECTION ONE: INFORMATION FROM AGMs AND ANNUAL REPORTS

1. Date of most recent AGM: 11/05/2017

2. Link to AGM minutes/ Results of recent AGM: https://www.moneyweb.co.za/mny_sens/mondi-limited-annual-general-meetings-mondi-limited-and-mondi-plc-2/

3. Comment on Remuneration Policy/Report

The policy disclosure is good; the company sets clearly defined targets for executive management in terms of their short-term and long-term schemes.

At last year's annual general meeting, only 5,7% of the shareholders voted against the remuneration policy.

The cash remuneration (translated to ZAR at EUR1 = ZAR14) paid to the chief executive amounts to a multiple of 616,4 times our notional R60 000 salary minimum, while the two joint chairmen received a multiple of 79,3 times each. This re-muneration is regarded to be extremely high and socially unacceptable.

The decision to continue with two chairmen, especially at very high fee levels and a strong disparity from the fees paid to ordinary members of the board, is difficult to support.

4. Comment on Social and Environmental matters:

Mondi produces a separate sustainability report. It also has a separate sustainability committee which oversees and monitors the progress of its sustainable development (SD) approach, commitments, targets and performance in a global context. During the year the committee's key activities included safety performance and serious incidents, SD governance and risks, environmental performance, policies and commitments, forestry, community and other relationships, product stewardship.

The SD report states (p59) that €46million has been spent on local community initiatives, of which €7,9million was in F2016.

The social and ethics committee's key activities included considering the group's corporate citizenship, employment equity and BBBEE, labour and employment matters, consumer relations, environment, health and public safety and anti-corruption.

Mondi has been included in the "FTSE4Good Index Series" since 2008 and the FTSE/JSE Responsible Investment Index Series. It was included in the CDP FTSE 350 Climate Disclosure Leadership Index

(CDLI) for the sixth time since 2010. It was also awarded “Leadership A” status in forests and supply chain, and “Leadership B” status for water, by the CDP.

There were seven Level II environmental incidents (and no Level III incidents) in 2016:

- The Tire Kutsan mill (Turkey) had poly-aluminium chloride leak from a storage tank into waste water.
- The Tire Kutsan mill (Turkey) also had a leakage of hydraulic oil flow into a freshwater tank.
- At its Richards Bay mill (South Africa), acidic effluent spilled into the ground from a subsurface pipe that had ruptured.
- At the same mill green liquor spilt but was contained and returned to the process.
- Again at Richards Bay, there was a loss of containment of black liquor after the annual shutdown of the mill.
- At Frantschach in Austria, mixed thin liquor leaked from a vessel on the site.
- At Pine Bluff in the USA a scum box broke off and there was a concomitant increase in the discharge of suspended solids.

The group had a campaign to encourage HIV testing during F2016 and it proved to be extremely effective.

5. Comment on King III compliance register

The register shows that principle 5.4 (The Board monitors and evaluates significant IT investments and expenditure) was still only partially applied.

6. RAITH Investment criteria

There are currently no signs that Mondi is involved, or plans to become involved in areas that would be objectionable in terms of the RAITH criteria.

7. Other

The EU Anti-Trust Regulator has raided the offices of a Mondi subsidiary in Vienna for the second time in a year, on suspicion of cartel involvement. The matter is still unresolved.

8. BEPS

9. PAIA Requests

10. Social and Labour Plans

SECTION 2: SENS RELEASES

DATE OF RELEASE	DESCRIPTION	LINK
27.05.16	MONDI PLC – Dealings by a director of	http://www.moneyweb.co.za/mny_sens/mondi-

	Mondi Limited and Mondi plc	plc-dealings-by-a-director-of-mondi-limited-and-mondi-plc/
08.06.16	MONDI PLC – Employee Share Plans	http://www.moneyweb.co.za/mny_sens/mondi-plc-employee-share-plans-4/
29.06.16	MONDI PLC – Mondi Ltd Mondi Plc – Notification of Major Interests in Shares	http://www.moneyweb.co.za/mny_sens/mondi-plc-mondi-ltdmondi-plc-notification-of-major-interests-in-shares-2/
29.06.16	MONDI LIMITED – Regulatory Report on Payments to Governments	http://www.moneyweb.co.za/mny_sens/mondi-limited-regulatory-report-on-payments-to-g/
	MONDI PLC – Notification of Major Interests in Shares	http://www.moneyweb.co.za/mny_sens/mondi-plc-notification-of-major-interests-in-shares-5/
	MONDI PLC – Employee share plans	http://www.moneyweb.co.za/mny_sens/mondi-plc-employee-share-plans-5/
08.07.16	MONDI LIMITED – Mondi Group signs an agreement	http://www.moneyweb.co.za/mny_sens/mondi-limited-mondi-group-signs-an-agreement/
26.07.16	MONDI LIMITED – Trading statement	http://www.moneyweb.co.za/mny_sens/mondi-limited-trading-statement-2/
11.07.16	MONDI plc – Mondi Group signs an agreement to acquire Beepack	http://www.moneyweb.co.za/mny_sens/mondi-plc-mondi-group-signs-an-agreement-to-acqu/
10.10.16	MONDI PLC – Employee Share Plans Transactions In Mondi plc Ordinary Shares Of 0.20 Each	http://www.moneyweb.co.za/mny_sens/mondi-plc-employee-share-plans-transactions-in-mondi-plc-ordinary-shares-of-0-20-each-6/
13.10.16	MONDI PLC – Mondi Group: Trading update 13 October 2016	http://www.moneyweb.co.za/mny_sens/mondi-plc-mondi-group-trading-update-13-october-2016/
13.10.16	MONDI LIMITED – Statement issued by the Federal Antimonopoly	http://www.moneyweb.co.za/mny_sens/mondi-limited-statement-issued-by-the-federal-an/
01.02.17	MONDI PLC – David Hathorn to retire and Peter Oswald to be appointed	https://www.moneyweb.co.za/mny_sens/mondi-plc-david-hathorn-to-retire-and-peter-oswl/
06.02.17	MONDI PLC – Mondi Group acquires Excelsior Technologies	https://www.moneyweb.co.za/mny_sens/mondi-plc-mondi-group-acquires-excelsior-technologies/
09.02.17	MONDI PLC – Employee Share Plans Transactions In Mondi plc Ordinary Shares Of 0.20 Each	https://www.moneyweb.co.za/mny_sens/mondi-plc-employee-share-plans-transactions-in-mondi-plc-ordinary-shares-of-0-20-each-7/
09.02.17	MONDI PLC – Notification of Major Interests in Shares	https://www.moneyweb.co.za/mny_sens/mondi-plc-notification-of-major-interests-in-shares-7/
09.02.17	MONDI PLC – Notification of Major Interests in Shares	https://www.moneyweb.co.za/mny_sens/mondi-plc-notification-of-major-interests-in-shares-8/
10.02.17	MONDI PLC – Notification of Major Interests in Shares	https://www.moneyweb.co.za/mny_sens/mondi-plc-notification-of-major-interests-in-shares-9/
13.02.17	MONDI PLC – Notification of Major Interests in Shares	https://www.moneyweb.co.za/mny_sens/mondi-plc-notification-of-major-interests-in-shares-10/
23.02.17	MONDI PLC – Mondi Group 2016 Final Dividend ZAR/euro Exchange Rate	https://www.moneyweb.co.za/mny_sens/mondi-plc-mondi-group-2016-final-dividend-zareuro-exchange-rate/
23.02.17	MONDI PLC – Mondi Group 2016 Final Dividend ZAR/euro Exchange Rate	https://www.moneyweb.co.za/mny_sens/mondi-plc-mondi-group-2016-final-dividend-zareuro-exchange-rate/

		exchange-rate-2/
08.03.17	MONDI PLC – Transactions in Mondi plc ordinary shares 0.20 each	https://www.moneyweb.co.za/mny_sens/mondi-plc-transactions-in-mondi-plc-ordinary-shares-0-20-each/
10.03.17	MONDI PLC – Transactions in Mondi plc ordinary shares 0.20 each	https://www.moneyweb.co.za/mny_sens/mondi-plc-transactions-in-mondi-plc-ordinary-shares-0-20-each-2/
04.04.17	MONDI PLC – Posting of integrated report and notice of annual general meetings of Mondi Limited and Mondi plc	https://www.moneyweb.co.za/mny_sens/mondi-plc-posting-of-integrated-report-and-notice-of-annual-general-meetings-of-mondi-limited-and-mondi-plc/
04.04.17	MONDI PLC – Posting of integrated report and notice of annual general meetings of Mondi Limited and Mondi plc	https://www.moneyweb.co.za/mny_sens/mondi-plc-posting-of-integrated-report-and-notice-of-annual-general-meetings-of-mondi-limited-and-mondi-plc-2/
12.05.17	MONDI LIMITED – Annual General Meetings Mondi Limited and Mondi plc	https://www.moneyweb.co.za/mny_sens/mondi-limited-annual-general-meetings-mondi-limited-and-mondi-plc-2/