

Mondi plc

(Incorporated in England and Wales)

(Registered number: 6209386)

LEI: 213800LOZA69QFDC9N34

LSE share code: MNDI ISIN: GB00BMWC6P49

JSE share code: MNP

3 May 2024

TRANSACTIONS IN MONDI plc ORDINARY SHARES OF €0.22 EACH

On 3 May 2024, awards of shares took place under the Mondi plc Bonus Share Plan (BSP) and Long Term Incentive Plan (LTIP).

Mondi plc Bonus Share Plan

Date of transaction	3 May 2024
Class of share	Ordinary
Option price	Nil cost option
Vesting date	After the announcement of the final results for 2026, in early 2027
Additional Information	The share award under the BSP represents half of the Executive's total bonus as approved by the Remuneration Committee. In line with the standard methodology adopted each year, the number of shares under award is determined with reference to the average share price over three trading days commencing with the announcement of results.

Mondi plc Long Term Incentive Plan

Date of transaction	3 May 2024
Class of share	Ordinary
Option price	Nil cost option
Vesting date	After the announcement of the final results for 2026, in early 2027, subject to achievement of the performance conditions
Holding Period	For the executive directors, any shares which vest will be subject to a two year holding period from the date of vesting
Performance conditions	50% ROCE, 25% TSR and 25% cumulative EPS each measured over the 3 financial years ending 31 December 2026
Additional Information	The LTIP award is based on a percentage of the Executive's salary as approved by the Remuneration Committee. In line with the

standard methodology adopted each year, the number of shares under award is determined with reference to the average share price over three trading days commencing with the announcement of results.

Mondi plc Long Term Incentive Plan – Marita Erler additional awards

Date of transaction	3 May 2024
Class of share	Ordinary
Option price	Nil cost option
Vesting date	14,105 shares will vest after the announcement of the final results for 2024, in early 2025, and 5,281 shares will vest after the announcement of the final results for 2025, in early 2026, subject to service conditions having been met. 8,298 shares will vest after the announcement of the final results for 2025, in early 2026, subject to achievement of the performance conditions
Performance conditions	The awards of the 14,105 shares and 5,281 shares above, are not subject to performance conditions. The awards will vest subject to service conditions having been met. The award of 8,298 shares will be subject to performance conditions - 50% ROCE, 25% TSR and 25% cumulative EPS, each measured over the 3 financial years ending 31 December 2025.
Additional Information	These awards were approved by the Remuneration Committee, in accordance with the Company's Remuneration Policy, to replace variable pay awards forgone to join Mondi. The additional awards reflect the nature, time horizons and performance conditions attached to the awards forgone.

There follow notification forms for directors/PDMRs of Mondi plc.

Sponsor in South Africa: Merrill Lynch South Africa (Pty) Ltd t/s BofA Securities

	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person			
a)	Name	Vivien McMenamin		
2	Reason for the notification			
a)	Position/status	CEO, Uncoated Fine Paper & South Africa		
b)	Initial notification / Amendment	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	Mondi plc		
b)	LEI	213800LOZA69QFDC9N34		
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted			
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each		
	Identification code	GB00BMWC6P49		
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Bonus Share Plan		
c)	Price(s) and volume(s)	Transaction(s)	Price(s)	Volume(s)
		Grant	Nil	5,518
d)	Aggregated information			
	- Aggregated volume	5,518		
	- Price	Nil		
e)	Date of transaction	2024-05-03		
f)	Place of the transaction	Outside trading venue – off market		

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person		
a)	Name	Vivien McMenamin	
2	Reason for the notification		
a)	Position/status	CEO, Uncoated Fine Paper & South Africa	
b)	Initial notification / Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Mondi plc	
b)	LEI	213800LOZA69QFDC9N34	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each	
	Identification code	GB00BMWC6P49	
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Long Term Incentive Plan	
c)	Price(s) and volume(s)	Transaction(s)	Price(s)
		Grant	Nil
			32,973
d)	Aggregated information		
	- Aggregated volume	32,973	
	- Price	Nil	
e)	Date of transaction	2024-05-03	
f)	Place of the transaction	Outside trading venue – off market	

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person		
a)	Name	Andrew King	
2	Reason for the notification		
a)	Position/status	Group CEO	
b)	Initial notification / Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Mondi plc	
b)	LEI	213800LOZA69QFDC9N34	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each	
	Identification code	GB00BMWC6P49	
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Bonus Share Plan	
c)	Price(s) and volume(s)	Transaction(s)	Price(s)
		Grant	Nil
			20,395
d)	Aggregated information		
	- Aggregated volume	20,395	
	- Price	Nil	
e)	Date of transaction	2024-05-03	
f)	Place of the transaction	Outside trading venue – off market	

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person			
a)	Name	Andrew King		
2	Reason for the notification			
a)	Position/status	Group CEO		
b)	Initial notification / Amendment	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	Mondi plc		
b)	LEI	213800LOZA69QFDC9N34		
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted			
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each		
	Identification code	GB00BMWC6P49		
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Long Term Incentive Plan		
c)	Price(s) and volume(s)	Transaction(s)	Price(s)	Volume(s)
		Grant	Nil	179,234
d)	Aggregated information			
	- Aggregated volume	179,234		
	- Price	Nil		
e)	Date of transaction	2024-05-03		
f)	Place of the transaction	Outside trading venue – off market		

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person		
a)	Name	Mike Powell	
2	Reason for the notification		
a)	Position/status	Group CFO	
b)	Initial notification / Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Mondi plc	
b)	LEI	213800LOZA69QFDC9N34	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each	
	Identification code	GB00BMWC6P49	
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Bonus Share Plan	
c)	Price(s) and volume(s)	Transaction(s)	Price(s)
		Grant	Nil
			12,362
d)	Aggregated information		
	- Aggregated volume	12,362	
	- Price	Nil	
e)	Date of transaction	2024-05-03	
f)	Place of the transaction	Outside trading venue – off market	

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person			
a)	Name	Mike Powell		
2	Reason for the notification			
a)	Position/status	Group CFO		
b)	Initial notification / Amendment	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	Mondi plc		
b)	LEI	213800LOZA69QFDC9N34		
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted			
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each		
	Identification code	GB00BMWC6P49		
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Long Term Incentive Plan		
c)	Price(s) and volume(s)	Transaction(s)	Price(s)	Volume(s)
		Grant	Nil	104,348
d)	Aggregated information			
	- Aggregated volume	104,348		
	- Price	Nil		
e)	Date of transaction	2024-05-03		
f)	Place of the transaction	Outside trading venue – off market		

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person				
a)	Name	Marita Erler			
2	Reason for the notification				
a)	Position/status	Chief People Officer			
b)	Initial notification / Amendment	Initial notification			
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor				
a)	Name	Mondi plc			
b)	LEI	213800LOZA69QFDC9N34			
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted				
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each			
	Identification code	GB00BMWC6P49			
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Long Term Incentive Plan			
c)	Price(s) and volume(s)		Transaction(s)	Price(s)	Volume(s)
		(1)	Grant	Nil	21,315
		(2)	Grant	Nil	14,105
		(3)	Grant	Nil	5,281
		(4)	Grant	Nil	8,298
d)	Aggregated information - Aggregated volume	(1) 21,315 (2) 14,105 (3) 5,281 (4) 8,298			
	- Price	(1) Nil (2) Nil (3) Nil (4) Nil			
e)	Date of transaction	2024-05-03			
f)	Place of the transaction	Outside trading venue – off market			

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person			
a)	Name	Markus Gaertner		
2	Reason for the notification			
a)	Position/status	CEO, Corrugated Packaging		
b)	Initial notification / Amendment	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	Mondi plc		
b)	LEI	213800LOZA69QFDC9N34		
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted			
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each		
	Identification code	GB00BMWC6P49		
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Bonus Share Plan		
c)	Price(s) and volume(s)	Transaction(s)	Price(s)	Volume(s)
		Grant	Nil	6,127
d)	Aggregated information			
	- Aggregated volume	6,127		
	- Price	Nil		
e)	Date of transaction	2024-05-03		
f)	Place of the transaction	Outside trading venue – off market		

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person		
a)	Name	Markus Gaertner	
2	Reason for the notification		
a)	Position/status	CEO, Corrugated Packaging	
b)	Initial notification / Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Mondi plc	
b)	LEI	213800LOZA69QFDC9N34	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each	
	Identification code	GB00BMWC6P49	
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Long Term Incentive Plan	
c)	Price(s) and volume(s)	Transaction(s)	Price(s)
		Grant	Nil
			42,070
d)	Aggregated information		
	- Aggregated volume	42,070	
	- Price	Nil	
e)	Date of transaction	2024-05-03	
f)	Place of the transaction	Outside trading venue – off market	

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person		
a)	Name	Lars Mallasch	
2	Reason for the notification		
a)	Position/status	Group Technical & Sustainability Director	
b)	Initial notification / Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Mondi plc	
b)	LEI	213800LOZA69QFDC9N34	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each	
	Identification code	GB00BMWC6P49	
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Bonus Share Plan	
c)	Price(s) and volume(s)	Transaction(s)	Price(s)
		Grant	Nil
			3,141
d)	Aggregated information		
	- Aggregated volume	3,141	
	- Price	Nil	
e)	Date of transaction	2024-05-03	
f)	Place of the transaction	Outside trading venue – off market	

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person			
a)	Name	Lars Mallasch		
2	Reason for the notification			
a)	Position/status	Group Technical & Sustainability Director		
b)	Initial notification / Amendment	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	Mondi plc		
b)	LEI	213800LOZA69QFDC9N34		
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted			
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each		
	Identification code	GB00BMWC6P49		
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Long Term Incentive Plan		
c)	Price(s) and volume(s)	Transaction(s)	Price(s)	Volume(s)
		Grant	Nil	18,487
d)	Aggregated information			
	- Aggregated volume	18,487		
	- Price	Nil		
e)	Date of transaction	2024-05-03		
f)	Place of the transaction	Outside trading venue – off market		

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person		
a)	Name	Thomas Ott	
2	Reason for the notification		
a)	Position/status	CEO, Flexible Packaging	
b)	Initial notification / Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Mondi plc	
b)	LEI	213800LOZA69QFDC9N34	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each	
	Identification code	GB00BMWC6P49	
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Bonus Share Plan	
c)	Price(s) and volume(s)	Transaction(s)	Price(s)
		Grant	Nil
			8,835
d)	Aggregated information		
	- Aggregated volume	8,835	
	- Price	Nil	
e)	Date of transaction	2024-05-03	
f)	Place of the transaction	Outside trading venue – off market	

1	Details of the person discharging managerial responsibilities (“PDMR”) (or their person closely associated (“PCA”)) / restricted person		
a)	Name	Thomas Ott	
2	Reason for the notification		
a)	Position/status	CEO, Flexible Packaging	
b)	Initial notification / Amendment	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Mondi plc	
b)	LEI	213800LOZA69QFDC9N34	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary shares of €0.22 each	
	Identification code	GB00BMWC6P49	
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Long Term Incentive Plan	
c)	Price(s) and volume(s)	Transaction(s)	Price(s)
		Grant	Nil
d)	Aggregated information		
	- Aggregated volume	41,644	
	- Price	Nil	
e)	Date of transaction	2024-05-03	
f)	Place of the transaction	Outside trading venue – off market	