Our Sustainability Governance Framework

Consisting of management frameworks, including the Sustainable Development Management System, the Corporate Governance Code and other management systems, policies and standards



Mondi Board Relevant Board committees Chaired by independent non-executive directors Remuneration Committee **SD Committee Audit Committee** Oversees the Group's Oversees the Group's Responsible for sustainability approach, corporate financial recommending overall policies, performance and reporting, the internal remuneration policy and control system, risk setting executive and commitments management and senior management the relationship with remuneration the external auditor Oversees the Group's Responsible for Responsible for the governance of sustainability corporate financial reporting remuneration being and the risk assessment appropriately aligned to our matters including those Responsibilities related to environment process, including sustainability MAP2030 commitments climate change, labour, diversity risks which form part of the and inclusion, human rights, Group's principal risks biodiversity and product stewardship Monitors the effectiveness of the internal control Ensures alignment with systems, including the global best practice SpeakOut platform

Executive Committee

Chaired by the Group CEO

Management responsibility for sustainability performance within operations guided by the SD Committee

Ensures that business unit line management holds primary responsibility and accountability for sustainability performance

Group functions and expert networks

Provide expert insights and support to business on topics such as sustainable development, legal, human resources, communications, procurement and internal audit

Expert networks: Safety and occupational health; Social sustainability; Energy; Fire safety; Environment; Product stewardship; Kraft recovery boiler; and Wood supply

Business unit and operational level responsibilities