

Mondi plc

(Incorporated in England and Wales)

(Registered number: 6209386)

LEI: 213800LOZA69QFDC9N34

LSE share code: MNDIÂ ISIN: GB00BMWC6P49

JSE share code: MNP

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7 March 2025

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TRANSACTIONS IN MONDI plc ORDINARY SHARES OF â¬0.22 EACH

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On 7 March 2025, awards of shares took place under the Mondi plc Bonus Share Plan (BSP) and Long Term Incentive Plan (LTIP).

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Mondi plc Bonus Share Plan

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Date of transaction	7 March 2025
Class of share	Ordinary
Option price	Nil cost option
Vesting date	After the announcement of the final results for 2027, in early 2028
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.

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Mondi plc Long Term Incentive Plan

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Date of transaction	7 March 2025
Class of share	Ordinary
Option price	Nil cost option
Vesting date	After the announcement of the final results for 2027, in early 2028, 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 2027
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.

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

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

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person	
a)	Name	Andrew King
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2	Reason for the notification			
a)	Position/status Â	Group CEO		
b)	Initial notification / Amendment Â	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name Â	Mondi plc		
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, -0.22 each Â Â GB00BMWC6P49		
b)	Nature of the transaction Â	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	45,869
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 45,869 Â Â Nil		
e)	Date of transaction Â	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person	
a)	Name Â	Andrew King
2	Reason for the notification	
a)	Position/status Â	Group CEO
b)	Initial notification / Amendment Â	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name Â	Mondi plc
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, -0.22 each Â Â Â GB00BMWC6P49

b)	Nature of the transaction Â	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	209,206
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 209,206 Â Â Nil		
e)	Date of transaction	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person			
a)	Name Â	Mike Powell		
2	Reason for the notification			
a)	Position/status Â	Group CFO		
b)	Initial notification / Amendment Â	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name Â	Mondi plc		
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, ~0.22 each Â Â GB00BMWC6P49		
b)	Nature of the transaction Â	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	26,877
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 26,877 Â Â Nil		
e)	Date of transaction	2025-03-07 Â		
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 Â	Mike Powell
2	Reason for the notification	
a)	Position/status Â	Group CFO

b)	Initial notification / Amendment Â	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name Â	Mondi plc		
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of Â, ~0.22 each Â Â GB00BMWC6P49		
b)	Nature of the transaction Â	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	121,797
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 121,797 Â Â Nil		
e)	Date of transaction Â	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person			
a)	Name Â	Marita Erler		
2	Reason for the notification			
a)	Position/status Â	Chief People Officer		
b)	Initial notification / Amendment Â	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name Â	Mondi plc		
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, -0.22 each Â Â GB00BMWC6P49		
b)	Nature of the transaction Â	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	7,037
		Â	Â	Â

		Â	Â	Â	
d)	Aggregated information - Aggregated volume Â Â - Price Â	Â 7,037 Â Â Nil			
e)	Date of transaction	2025-03-07 Â			
f)	Place of the transaction	Outside trading venue - off market			

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person			
a)	Name Â	Marita Erler		
2	Reason for the notification			
a)	Position/status Â	Chief People Officer		
b)	Initial notification / Amendment Â	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name Â	Mondi plc		
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, -0.22 each Â Â Â GB00BMWC6P49		
b)	Nature of the transaction Â	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	24,122
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information - Aggregated volume Â Â - Price Â	Â 24,122 Â Â Nil		
e)	Date of transaction	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person				
a)	Name	Markus Gaertner			

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2	Reason for the notification													
a)	Position/status Â	CEO, Corrugated Packaging												
b)	Initial notification / Amendment Â	Initial notification												
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor													
a)	Name Â	Mondi plc												
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of Â,-0.22 each Â Â GB00BMWC6P49												
b)	Nature of the transaction Â	Grant of shares as options under the Mondi plc Bonus Share Plan												
c)	Price(s) and volume(s)	<table> <tr> <th>Transaction(s)</th><th>Price(s)</th><th>Volume(s)</th></tr> <tr> <td>Grant</td><td>Nil</td><td>9,256</td></tr> <tr> <td>Â</td><td>Â</td><td>Â</td></tr> <tr> <td>Â</td><td>Â</td><td>Â</td></tr> </table>	Transaction(s)	Price(s)	Volume(s)	Grant	Nil	9,256	Â	Â	Â	Â	Â	Â
Transaction(s)	Price(s)	Volume(s)												
Grant	Nil	9,256												
Â	Â	Â												
Â	Â	Â												
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 9,256 Â Â Nil												
e)	Date of transaction	2025-03-07 Â												
f)	Place of the transaction	Outside trading venue - off market												

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person	
a)	Name Â	Markus Gaertner
2	Reason for the notification	
a)	Position/status Â	CEO, Corrugated Packaging
b)	Initial notification / Amendment Â	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name Â	Mondi plc
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of Â,-0.22 each Â Â GB00BMWC6P49

b)	Nature of the transaction Â	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	47,609
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 47,609 Â Â Nil		
e)	Date of transaction	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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Â	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person			
a)	Name Â	Vivien McMenamin		
2	Reason for the notification			
a)	Position/status Â	CEO, Uncoated Fine Paper & South Africa		
b)	Initial notification / Amendment Â	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name Â	Mondi plc		
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, ~0.22 each Â Â Â GB00BMWC6P49		
b)	Nature of the transaction Â	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	14,988
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 14,988 Â Â Nil		
e)	Date of transaction	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person			
a)	Name Â	Vivien McMenamin		

2	Reason for the notification		
a)	Position/status Â	CEO, Uncoated Fine Paper & South Africa	
b)	Initial notification / Amendment Â	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name Â	Mondi plc	
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, ~0.22 each Â Â GB00BMWC6P49	
b)	Nature of the transaction Â	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
		Â	Â
		Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 38,959 Â Â Nil Â	
e)	Date of transaction Â	2025-03-07 Â	
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 Â	Lars Mallasch	
2	Reason for the notification		
a)	Position/status Â	Group Technical & Sustainability Director	
b)	Initial notification / Amendment Â	Initial notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name Â	Mondi plc	
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, ~0.22 each Â Â GB00BMWC6P49	
b)	Nature of the transaction Â	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	7,868
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		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 7,868 Â Â Nil		
e)	Date of transaction	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person			
a)	Name Â	Lars Mallasch		
2	Reason for the notification			
a)	Position/status Â	Group Technical & Sustainability Director		
b)	Initial notification / Amendment Â	Initial notification		
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name Â	Mondi plc		
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of â, -0.22 each Â Â Â GB00BMWC6P49		
b)	Nature of the transaction Â	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	21,531
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 21,531 Â Â Nil		
e)	Date of transaction	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person	
a)	Name Â	Thomas Ott
2	Reason for the notification	
a)	Position/status Â	CEO, Flexible Packaging

b)	Initial notification / Amendment Â	Initial notification												
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor													
a)	Name Â	Mondi plc												
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of Â, -0.22 each Â Â GB00BMWC6P49												
b)	Nature of the transaction Â	Grant of shares as options under the Mondi plc Bonus Share Plan												
c)	Price(s) and volume(s)	<table> <tr> <th>Transaction(s)</th><th>Price(s)</th><th>Volume(s)</th></tr> <tr> <td>Grant</td><td>Nil</td><td>15,332</td></tr> <tr> <td>Â</td><td>Â</td><td>Â</td></tr> <tr> <td>Â</td><td>Â</td><td>Â</td></tr> </table>	Transaction(s)	Price(s)	Volume(s)	Grant	Nil	15,332	Â	Â	Â	Â	Â	Â
Transaction(s)	Price(s)	Volume(s)												
Grant	Nil	15,332												
Â	Â	Â												
Â	Â	Â												
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 15,332 Â Â Nil												
e)	Date of transaction Â	2025-03-07 Â												
f)	Place of the transaction	Outside trading venue - off market												

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1	Details of the person discharging managerial responsibilities ("PDMR") (or their person closely associated ("PCA")) / restricted person	
a)	Name Â	Thomas Ott
2	Reason for the notification	
a)	Position/status Â	CEO, Flexible Packaging
b)	Initial notification / Amendment Â	Initial notification
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
a)	Name Â	Mondi plc
b)	LEI Â	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 Â Â Identification code Â	Ordinary shares of Â, -0.22 each Â Â GB00BMWC6P49
b)	Nature of the transaction	Grant of shares as options under the Mondi plc Long

	Â	Term Incentive Plan		
c)	Price(s) and volume(s)	Transaction(s)	Price(s)	Volume(s)
		Grant	Nil	58,681
		Â	Â	Â
		Â	Â	Â
d)	Aggregated information Â - Aggregated volume Â Â - Price Â	Â Â 58,681 Â Â Nil		
e)	Date of transaction	2025-03-07 Â		
f)	Place of the transaction	Outside trading venue - off market		

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