

2026/2028 Wage Agreement

entered into by and between:

MONDI SOUTH AFRICA LIMITED

(hereinafter referred to as the "Employer")

and

CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS UNION
(CEPPWAWU)

(hereinafter referred to as "the Trade Union")

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PREAMBLE

WHEREAS the Employer and the Trade Union have engaged in collective bargaining at Company level under the auspices of the National Bargaining Council for the Wood and Paper Sector ("Council") and have reached an Agreement;

NOW THEREFORE the Employer and the Trade Union wish to record the terms of Agreement as set out hereunder.

1 Scope of Agreement

- 1.1 This Agreement applies to all employees employed in the bargaining unit of the Employer at both the Mondi Richards Bay and Mondi Merebank Mills.

2 Duration of Agreement

- 2.1 This is a multi-year Agreement for two (2) years commencing on 1 July 2026 to 30 June 2028.

- 2.2 In terms of this two-year Agreement:

2.2.1 The year 1 period is defined as 1 July 2026 to 30 June 2027; and

2.2.2 The year 2 period is defined 1 July 2027 to 30 June 2028.

3 Wage Increase

- 3.1 The Employer and Trade Union agree to a wage increase as follows:

3.1.1 In terms of year 1, a 4% wage increase across the board for all employees in the bargaining unit with effect from 1 July 2026.

3.1.2 In terms of year 2, a 4.9% wage increase across the board for all employees in the bargaining unit with effect from 1 July 2027.

4 Shift Allowance

- 4.1 The shift allowance shall be adjusted to 11% with effect from 1 July 2026.

5 Minimum Wage

- 5.1 Parties agree to increase the minimum wage as follows:

5.1.1 Year 1 - the minimum wage will increase by 4%. This means that the minimum wage will increase from R9 228.80 to R9,597.95 with effect from 1 July 2026.

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5.1.2 Year 2 – the minimum wage will increase by 4.9%. This means that the minimum wage will increase from R9,597.95 to R10,068.25 with effect from 1 July 2027.

6 Full and Final Settlement

- 6.1 This Agreement is in full and final settlement of all demands submitted by the Trade Union to the National Bargaining Council for the Wood and Paper Sector for the 2026/2028 negotiations in the Pulp and Paper Chamber and to the Employer as part of the Company level bargaining.
- 6.2 All other terms and conditions of service not covered by this Agreement will remain in force.
- 6.3 The parties agree not to engage in any industrial action in support of issues covered by this Agreement, for the duration of this Agreement.

7 Dispute Resolution

- 7.1 In the event that a dispute arises about the interpretation or application of this Collective Agreement, the parties agree to follow the dispute resolution process set out below.
- 7.2 A party wishing to declare a dispute shall send the other party a detailed notice explaining the basis of the dispute.
- 7.3 The responding party shall reply to the notice within 7 (seven) business days of receipt of the notice.
- 7.4 The parties shall thereafter endeavour to meet, in person or virtually, within 7 (seven) business days of the response, in an attempt to resolve the dispute.
- 7.5 If the dispute cannot be resolved by the Parties within 7 (seven) business days of the meeting, either Party may exercise its right to utilise the dispute resolution mechanisms contained in the Labour Relations Act, 66 of 1995 as amended.

8 General

- 8.1 This Agreement constitutes the whole agreement between the Parties on the subject matter. No representations, warranties, additions to or variations of this Agreement shall be of any force and effect unless reduced to writing and signed by both parties.
- 8.2 No extension of time or indulgences shall be construed as a waiver of any Party's rights in terms of this Agreement.

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[Handwritten initials: G.S.]

For and on behalf of the Employer

Signed by SANDILE NGWISO on this 6th day of July 2026.

Signature

Place BALLITO

Amoseli

Witness 1

Name: Ndaba Msweli

Baca

Witness 2

Name: Silindile Zaca

For and on behalf of CEPPWAWU

Signed by Glen Ishabulala on this 06 day of July 2026.

Signature

Place

[Signature]

Witness 1

Name:

[Signature]

Witness 2

Name:

Amoseli
Baca
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