

Company Employees Report

Total Employee Count:

| Year End: | No. Employees: | No. Contractors | Total Workforce |
|-----------|----------------|-----------------|-----------------|
| 2007 | 0 | 0 | 15589 |
| 2008 | 0 | 0 | 15743 |
| 2009 | 0 | 0 | 15113 |
| 2010 | 0 | 0 | 14767 |
| 2011 | 0 | 0 | 12543 |
| 2012 | 0 | 0 | 12369 |
| 2013 | 0 | 0 | 12291 |
| 2014 | 0 | 0 | 11120 |
| 2015 | 0 | 0 | 7991 |
| 2016 | 6678 | 1422 | 8100 |
| 2017 | 6663 | 0 | 6663 |
| 2018 | 6082 | 1502 | 7584 |
| 2019 | 5061 | 0 | 5061 |
| 2020 | 2649 | 0 | 2649 |
| 2021 | 0 | 0 | 5537 |
| 2022 | 4314 | 0 | 4314 |
| 2023 | 3667 | 0 | 3667 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|-----------------------|---------------------------|-----------------------------------|--|
| South Africa | Yes | Yes | There are an additional 1585 temporary employees in SA (2009); 1585 (2010); AR 2010 : national framework agreements with all three major trade unions, namely Chemical Energy Paper Printing Wood Allied Workers Union (2 298 members), the National Union of Mineworkers of South Africa (1 961 members) and South African Typographical Union (992 members), as well as plant-based agreements with Solidarity (393 members), the General Industries Workers Union of South Africa (159 members). Collective bargaining mechanisms, safety committees, employment equity and skills development committees, and other participative forums are operational within the South African divisions. Note: The minimum wage is agreed for the full time directly employed workers, new entrants employed through labour brokers are earning R4,500 per mont (2012) |
| Zambia | No | Yes | Nampak Zambia is a major contributor to the Zambian economy and the business is the Nampak Africa group's third biggest in Africa. It employs 158 people, 92 in Lusaka and 66 in Ndola. Nampak Zambia Ltd has on-going commitment to the country. Employees numbers only broken down by region: Africa (excl SA) 2008 - 1136; 2009 - 1127 (plus 255 temporary employees); 2010 - 995 (plus 232 temporary employees) |
| Ethiopia | No | No | 0 |
| Kenya | No | No | 0 |
| Malawi | No | No | 2012 - RA in progress |
| Mozambique | No | Yes | 2012 - employees - 591 male, 92 female / unionised - 210 - 192 male, 18 female |

| | | | | |
|-----------|----|----|--|--|
| Namibia | No | No | 0 | |
| Nigeria | No | No | 0 | |
| Swaziland | No | No | 0 | |
| Tanzania | No | No | 0 | |
| Zimbabwe | No | No | Hunyani Holdings - 39% Megapak Zimbabwe - 49% Pay agreed at sector level at NEC for paper, packaging and newspaper, though works council can set pay and conditions above NEC minimums | |
| Angola | No | No | 2011 - expanded our footprint in Africa by opening a beverage can"factory in Angola | |
| Botswana | No | No | 0 | |

Total Employee Count:

| Country: | Year End: | No. Operations | No. Employees: | No. Contractors: | Total Workforce: | Union(s): | Degree of Unionisation: | Min Wage (Local) Per Month: | Min Wage USD (Per Annum): | Min Wage USD (Per Annum): |
|--------------|-----------|----------------|----------------|------------------|------------------|-----------|-------------------------|-----------------------------|---------------------------|---------------------------|
| South Africa | 2014 | 0 | 7205 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Tanzania | 2014 | 0 | 78 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Angola | 2014 | 0 | 78 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Botswana | 2014 | 0 | 25 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Ethiopia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Kenya | 2014 | 0 | 220 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Malawi | 2014 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Mozambique | 2014 | 0 | 127 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Namibia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Nigeria | 2014 | 0 | 531 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Swaziland | 2014 | 0 | 79 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Zambia | 2014 | 0 | 178 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Zimbabwe | 2014 | 0 | 138 | 0 | 0 | 0 | 0 | 0 | 0 | No |