## Company Information Report

Contact Details


GUF Information
cul-in this sector: signed an IFA:|l-A signing Date:
IndustriALL No 0
Sector Information

Sector: Stock exchange Listings: |Major Competitors:
Health Johannesburg Stock Exchange (JSE) 0

Five Major Shareholders

|  | $15 \%$ <br> Government Employees Pension Fund |
| :---: | :---: |
| $12 \%$ |  |
| Mr Saad, Stephen |  |
| $\mathbf{4 \%}$ |  |
| Mr Attridge, Michael Guy (Gus) |  |
| $\mathbf{2 \%}$ |  |
| Alexander Forbes Investments Ltd |  |
| $\mathbf{2 \%}$ |  |
| Ceppwawu Investments (Pty) Ltd |  |

## Company Performance Report

Company Performance in US Dollars - USD

| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
| :--- | :--- | :--- | :--- | :--- | :--- |
| 2008 | $566,203,144$ | $142,430,472$ | $1,277,956,469$ | $899,262,394$ |
| 2009 | $1,001,220,379$ | $201,978,673$ | $1,483,625,592$ | $978,530,806$ |
| 2010 | $1,411,799,082$ | $312,063,448$ | $2,755,099,485$ | $1,240,392,375$ |
| 2011 | $1,774,097,421$ | $392,106,017$ | $3,839,169,054$ | $1,935,544,413$ |
| 2012 | $1,968,490,323$ | $443,870,968$ | $4,092,709,6771,847,793,548$ |  |
| 2013 | $2,194,090,909$ | $510,159,091$ | $5,161,556,818$ | $2,570,772,727$ |
| 2014 | $2,846,200,579$ | $612,970,106$ | $7,960,212,1505,175,631,630$ |  |
| 2015 | $3,157,919,580571,503,497$ | $7,728,784,9654,742,639,860$ |  |  |
| 2016 | $2,413,559,322$ | $413,559,322$ | $7,071,186,4414,189,830,508$ |  |
| 2017 | $3,152,257,077$ | $474,368,783$ | $8,898,240,2455,600,612,089$ |  |
| 2018 | $2,979,574,706$ | $517,347,510$ | $1,325,265,80936,024,063$ |  |
| 2019 | $2,661,189,840189,703,567$ | $8,373,793,3874,662,353,666$ |  |  |
| 2020 | $2,273,352,941329,529,412$ | $1,253,764,70650,764,706$ |  |  |
| 2021 | $2,715,669,426$ | $430,655,727$ | $7,887,133,5402,642,683,023$ |  |
| 2022 | $2,444,191,200$ | $514,973,093$ | $7,051,282,0512,559,860,715$ |  |

## Company Performance in South African Rand - ZAR

| Year $=$ nc | Revenue: | Proitt Before 1ax: | Assets: | Labilities: |
| :---: | :---: | :---: | :---: | :---: |
| 2008 | 4,682,500,000 | 1,177,900,000 | 10,568,700,000 | 7,436,900,000 |
| 2009 | 8,450,300,000 | 1,704,700,000 | 12,521,800,000 | 8,258,800,000 |
| 2010 | 10,146,600,000 | 2,242,800,000 | 19,800,900,000 | 8,914,700,000 |
| 2011 | 12,383,200,00 | 2,736,900,000 | 26,797,400,000 | 13,510,100,000 |
| 2012 | 15,255,800,00 | 3,440,000,000 | 31,718,500,000 | 14,320,400,000 |
| 2013 | 19,308,000,00 | ,489,400,000 | 45,421,700,000 | 22,622,800,000 |
| 2014 | 29,515,100,000 | 6,356,500,000 | 82,547,400,000 | 53,671,300,000 |
| 2015 | 36,126,600,000 | 6,538,000,000 | 88,417,300,000 | 54,255,800,000 |
| 2016 | 35,600,000,000 | 6,100,000,000 | 104,300,000,000 | 61,800,000,000 |
| 2017 | 41,200,000,000 | 6,200,000,000 | 116,300,000,000 | 73,200,000,000 |
| 2018 | 42,596,000,000 | 7,396,000,000 | 18,946,000,000 | 515,000,000 |
| 2019 | 38,872,000,000 | 2,771,000,000 | 122,316,000,000 | 68,103,000,000 |
| 2020 | 38,647,000,000 | 5,602,000,000 | 21,314,000,000 | 863,000,000 |
| 2021 | 37,766,000,000 | 5,989,000,000 | 109,684,000,000 | 36,751,000,000 |
| 2022 | 38,606,000,000 | ,134,000,000 | 5,000,000 | 433,000,000 |

## Company Performance Changes Report

Company Revenue - ZAR


## Company Revenue - USD



## Company Profit Before Tax - ZAR



## Company Profit Before Tax - USD



## Company Directors Report

CEO Biography - USD:

| Year End | Director Surname: | Director Name: | Director Gender: | Full Year on Board?: | ull year in position?: |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | Saad | Stephen B | Male | Yes | Yes |
| 2009 | Saad | Stephen B | Male | Yes | Yes |
| 2010 | Saad | Stephen B | Male | Yes | Yes |
| 2011 | Saad | Stephen B | Male | Yes | Yes |
| 2012 | Saad | Stephen B | Male | Yes | Yes |
| 2013 | Saad | Stephen B | Male | Yes | Yes |
| 2014 | Saad | Stephen B | Male | Yes | Yes |
| 2015 | Saad | Stephen B | Male | Yes | Yes |
| 2016 | Saad | Stephen B | Male | Yes | Yes |
| 2017 | Saad | Stephen B | Male | Yes | Yes |
| 2018 | Saad | Stephen B | Male | Yes | Yes |
| 2019 | Saad | Stephen B | Male | Yes | Yes |
| 2020 | Saad | Stephen B | Male | Yes | Yes |
| 2021 | Saad | Stephen B | Male | Yes | Yes |
| 2022 | Saad | Stephen B | Male | Yes | Yes |

CEO Remuneration - USD:

| -Inancial Year: | Salary:\|benetts: | Cash Bonus | Other: | Iotal Annua | LilPayment: | Iotal Including Lill |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 411,125 48,368 | 423,216 | 0 | 882,709 | 0 | 882,709 |
| 2009 | 442,787 46,609 | 501,049 | 0 | 990,445 | 0 | 990,445 |
| 2010 | 615,973 74,857 | 690,692 | 0 | 1,381,522 | 0 | 1,381,522 |
| 2011 | 671,490 83,668 | 752,722 | 0 | 1,507,880 | 375,788 | 1,883,668 |
| 2012 | 675,355 79,484 | 757,290 | 0 | 1,512,129 | 420,645 | 1,932,774 |
| 2013 | 637,386 66,591 | 703,977 | 0 | 1,407,955 | 1,644,603 | 3,052,558 |
| 2014 | 560,656 67,599 | 627,387 | 0 | 1,255,641 | 1,133,419 | 2,389,060 |
| 2015 | 550,962 65,297 | 609,703 | 0 | 1,225,962 | 195,979 | 1,421,941 |
| 2016 | 432,678 71,254 | 503,729 | 0 | 1,007,661 | 178,508 | 1,186,169 |
| 2017 | 522,418 85,463 | 433,894 | 0 | 1,041,775 | 221,117 | 1,262,892 |
| 2018 | 505,526 82,960 | 397,104 | 0 | 985,590 | 214,326 | 1,199,916 |
| 2019 | 519,888 86,123 | 199,973 | 0 | 805,983 | 145,204 | 951,188 |
| 2020 | 464,157 77,457 | 649,901 | 0 | 1,191,514 | 0 | 1,191,514 |
| 2021 | 604,372 100,597 | 845,905 | 0 | 1,550,874 | 204,573 | 1,755,447 |
| 2022 | 553,270 0 | 621,301 | 304,104 | 1,478,675 | 0 | 1,478,675 |

## Executive Director Remuneration - USD:

| eal | 0. of =us: | ary: |  | r: |
| :---: | :---: | :---: | :---: | :---: |
| 2008 | 2 | 749,698 | 1,608,222 | 374,849 804,111 |
| 2009 | 2 | 809,951 | 1,812,748 | 404,976 906,374 |
| 2010 | 2 | 1,124,391 | 2,523,863 | 562,196 1,261,931 |
| 2011 | 2 | 1,225,931 | 2,751,719 | 612,966 1,375,860 |
| 2012 | 3 | 1,782,628 | 3,929,221 | 594,209 1,309,740 |
| 2013 | 1 | 637,386 | 1,407,955 | 637,386 1,407,955 |
| 2014 | 2 | 1,023,144 | 2,293,635 | 511,572 1,146,818 |
| 2015 | 2 | 1,005,157 | 2,231,818 | 502,579 1,115,909 |
| 2016 | 2 | 789,220 | 1,820,000 | 394,610 910,000 |
| 2017 | 2 | 952,946 | 1,903,213 | 476,473 951,607 |
| 2018 | 2 | 921,517 | 1,800,154 | 460,758 900,077 |
| 2019 | 2 | 948,449 | 1,472,924 | 474,225 736,462 |
| 2020 | 2 | 845,728 | 2,298,053 | 422,864 1,149,027 |
| 2021 | 2 | 1,101,532 | 2,832,890 | 550,766 1,416,445 |
| 2022 | 2 | 762,287 | 1,941,518 | 381,143 970,759 |

## Non-Executive Director Remuneration - USD:

| Financial Year: | \|No. of Nads: | -ee | Average rees |
| :---: | :---: | :---: | :---: |
| 2008 | 10 | 266,022 | 26,602 |
| 2009 | 9 | 276,509 | 30,723 |
| 2010 | 9 | 372,478 | 41,386 |
| 2011 | 9 | 419,484 | 46,609 |
| 2012 | 9 | 404,387 | 44,932 |
| 2013 | 8 | 385,795 | 48,224 |
| 2014 | 9 | 365,574 | 40,619 |
| 2015 | 10 | 355,332 | 35,533 |
| 2016 | 9 | 286,576 | 31,842 |
| 2017 | 8 | 376,358 | 47,045 |
| 2018 | 9 | 332,191 | 36,910 |
| 2019 | 10 | 315,602 | 31,560 |
| 2020 | 9 | 354,878 | 39,431 |
| 2021 | 8 | 439,275 | 54,909 |
| 2022 | 9 | 384,557 | 42,729 |

## CEO Remuneration - ZAR

| ncal Year | Salary: | Cash bonus | Otner | rota Annua | ayment | rot ricuc |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 3,400,000 400,000 | 3,500,000 | 0 | 7,300,000 | 0 | 7,300,000 |
| 2009 | 3,800,000 400,000 | 4,300,000 | 0 | 8,500,000 | 0 | 8,500,000 |
| 2010 | 4,427,000 538,000 | 4,964,000 | 0 | 9,929,000 | 0 | 9,929,000 |
| 2011 | 4,687,000 584,000 | 5,254,000 | 0 | 10,525,000 | 2,623,000 | 13,148,000 |
| 2012 | 5,234,000 616,000 | 5,869,000 | 0 | 11,719,000 | 3,260,000 | 14,979,000 |
| 2013 | 5,609,000 586,000 | 6,195,000 | 0 | 12,390,000 | 14,472,510 | 26,862,510 |
| 2014 | 5,814,000 701,000 | 6,506,000 | 0 | 13,021,000 | 11,753,550 | 24,774,550 |
| 2015 | 6,303,000 747,000 | 6,975,000 | 0 | 14,025,000 | 2,242,000 | 16,267,000 |
| 2016 | 6,382,000 1,051,000 | 7,430,000 | 0 | 14,863,000 | 2,633,000 | 17,496,000 |
| 2017 | 6,828,000 1,117,000 | 5,671,000 | 0 | 13,616,000 | 2,890,000 | 16,506,000 |
| 2018 | 7,227,000 1,186,000 | 5,677,000 | 0 | 14,090,000 | 3,064,000 | 17,154,000 |
| 2019 | 7,594,000 1,258,000 | 2,921,000 | 0 | 11,773,000 | 2,121,000 | 13,894,000 |
| 2020 | 7,964,000 1,329,000 | 11,151,000 | 0 | 20,444,000 | 0 | 20,444,000 |
| 2021 | 8,405,000 1,399,000 | 11,764,000 | 0 | 21,568,000 | 2,845,000 | 24,413,000 |
| 2022 | 8,738,907 0 | 9,813,446 | 4,803,321 | 23,355,674 | 0 | 23,355,674 |

## Executive Director Remuneration - ZAR:

| nancial Year: | No. of EDS: | Iota Salary: | 10 | Average Salary | Average Remuneration |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 2 | 6,200,000 | 13,300,000 | 3,100,000 | 6,650,000 |
| 2009 | 2 | 6,951,000 | 15,557,000 | 3,475,500 | 7,778,500 |
| 2010 | 2 | 8,081,000 | 18,139,000 | 4,040,500 | 9,069,500 |
| 2011 | 2 | 8,557,000 | 19,207,000 | 4,278,500 | 9,603,500 |
| 2012 | 3 | 14,390,000 | 31,674,000 | 4,796,667 | 10,558,000 |
| 2013 | 1 | 5,609,000 | 12,390,000 | 5,609,000 | 12,390,000 |
| 2014 | 2 | 10,610,000 | 23,785,000 | 5,305,000 | 11,892,500 |
| 2015 | 2 | 11,499,000 | 25,532,000 | 5,749,500 | 12,766,000 |
| 2016 | 2 | 11,641,000 | 26,845,000 | 5,820,500 | 13,422,500 |
| 2017 | 2 | 12,455,000 | 24,875,000 | 6,227,500 | 12,437,500 |
| 2018 | 2 | 13,174,000 | 25,735,000 | 6,587,000 | 12,867,500 |
| 2019 | 2 | 13,854,000 | 21,515,000 | 6,927,000 | 10,757,500 |
| 2020 | 2 | 14,511,000 | 39,430,000 | 7,255,500 | 19,715,000 |
| 2021 | 2 | 15,319,000 | 39,397,000 | 7,659,500 | 19,698,500 |
| 2022 | 2 | 12,040,322 | 30,666,273 | 6,020,161 | 15,333,137 |

## Company Directors Fee Changes

CEO Salary - ZAR


## CEO Salary - USD



## CEO Remuneration - ZAR



## CEO Remuneration - USD



Average Executive Director Salary


Average Non-Executive Director


## Company Employees Report

Total Employee Count:

| Year End: | No. Employees: | No. Contractors | Total Workiorce |
| :--- | :--- | :--- | :--- |
| 2008 | 0 | 0 | 3651 |
| 2009 | 0 | 0 | 5347 |
| 2010 | 0 | 0 | 4583 |
| 2011 | 0 | 0 | 6319 |
| 2012 | 0 | 0 | 6179 |
| 2013 | 0 | 0 | 8200 |
| 2014 | 0 | 0 | 10000 |
| 2015 | 9056 | 0 | 10000 |
| 2016 | 9174 | 0 | 10503 |
| 2017 | 9155 | 0 | 9905 |
| 2018 | 0 | 0 | 2260 |
| 2019 | 10001 | 0 | 0 |
| 2020 | 9868 | 0 | 9868 |
| 2021 | 9106 | 0 | 9106 |
| 2022 | 9167 | 0 | 9167 |

## Countries of Operation:

| Country of Operation: | S This the <br> Home Country? | Is there a Recognition Agreement? | Country notes |
| :---: | :---: | :---: | :---: |
| South Africa |  | No | In total, $29 \%$ of permanent employees in the South African businesses belong to CEPPWAWU, which is also a strategic shareholder in the Group. Approximately $1 \%$ of employees belong to the South African Chemical Workers Union. Both these trade unions are affiliated to the National Bargaining Council for the Chemical Industry in South Africa. 2013: No. of employees = permanent employees |
| Australia | No | No | In Australia $33 \%$ of employees are members of the National Union of Workers, $2 \%$ belong to the Workers Union and $0,3 \%$ belong to the Electrical Trades Union. In total 40\% of employees at Aspen Australia belong to the collective 2013: 917 permanent employees in the Asia pacisic region |
| Philippines | No | No | 2013: Total permanent employees in the Asia Pacific region $=917$ |
| Tanzania | No | No | In East Africa, $47 \%$ of permanent employees at Shelys belong to the Tanzanian Union of Industrial and Commercial Workers and 92\% of employees, excluding expatriates, belong to the collective bargaining unit. 2013: SSA permanenet employees $=363$ |
| Kenya | No | No | In Kenya $15 \%$ of permanent employees at Beta belong to the Kenya Chemical and Allied Workers Union and 2\% of employees have opted to be affiliated to the collective bargaining unit. 2013: SSA permanent employees=363 |
| Germany | No | No | In accordance with internal estimates, approximately $30 \%$ of staff are members of the German Chemical Industry Trade Union and $94 \%$ of employees belong to a collective bargaining unit. 2013: Permanent International employees = 1147 |
| Brazil | No | No | $100 \%$ of employees in Brazil belong to the Sinfar or Tranquimfar trade unions. Working conditions as well as remuneration and benefits are subject to collective labour agreements which are reviewed annually 2013: permanent international employees $=1147$ |
| Mexico | No | No | $16 \%$ of employees in Mexico belong to the employee trade union, Federacion Obrera Sindicalista. Working conditions as well as remuneration and benefits are subject to collective labour agreements which are reviewed annually. 2013: Permanent international employees $=1147$ |
| Venezuela | No | No | There are no unionised employees at Aspen Venezuela. Instead, a Council of Representatives, elected by employees, meets regularly to discuss matters impacting employee welfare. 2013: permanent international employees= 1147 |
| Ireland | No | No | 2013: permanent international employees=1147 |
| Uganda | No | No | 2013: Permanent employees in the SSA region $=363$ |
| United Arab Emirates | No | No | 2013: permanent international employees $=1147$ |
| Mauritius | No | No | 2013: permanent international employees=1147 |
| Hong Kong | No | No | 2013: permanent asia pacific employees= 917 |
| Malaysia | No | No | 2013: permanent asia pacific $=917$ |
| Nigeria | No | No | 2013: permanent SSA employees= 363 |
| Netherlands | No | No | 2013: permanent international employees=1147 |
| United |  |  |  |
| States of | No | No | 2013: permanent international employees=1147 |

Total Employee Count:

| Country: | Year End: | No. Operations | No. Employees: | No. Contractors: | Iotal <br> Workforce: | Union(s): | Degree of Unionisation: | Win Wage (Local) Per Month: | MIn Wage USD (Per Annum): | Win Wage USD (Per Annum): |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| South Africa | 2014 | 0 | 3197 | 0 | 0 | CEPPWAWU | 0 | 0 | 0 | No |
| Australia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Brazil | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Tanzania | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Germany | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Hong Kong | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Ireland | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Kenya | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Malaysia | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Mauritius | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Mexico | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Netherlands | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Nigeria | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Philippines | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Uganda | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| United Arab Emirates | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Venezuela | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| United States of America | 2013 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |

