

Company Information Report

Contact Details

Home Country:	Postal Address:	Postal Address:	City:	Area code:	Head Office Telephone:	Email:	Website:	Company Registration Date::	Latest Annual Report:	Recording Currency:
South Africa	Postnet Suite 278	Private Bag X1028	Doringkloof	140	+27 12 667 5468	contactus@astralfoods.com	http://www.astralfoods.com/	0000/00/00	2023/09/30	ZAR

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
0	No	0

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Food and Beverage	Johannesburg Stock Exchange (JSE)	0

Five Major Shareholders

26% Government Employees Pension Fund
9% Astral Operations Limited
0% N/A
0% N/A
0%

N/A

Company Performance Report

Company Performance in US Dollars - USD

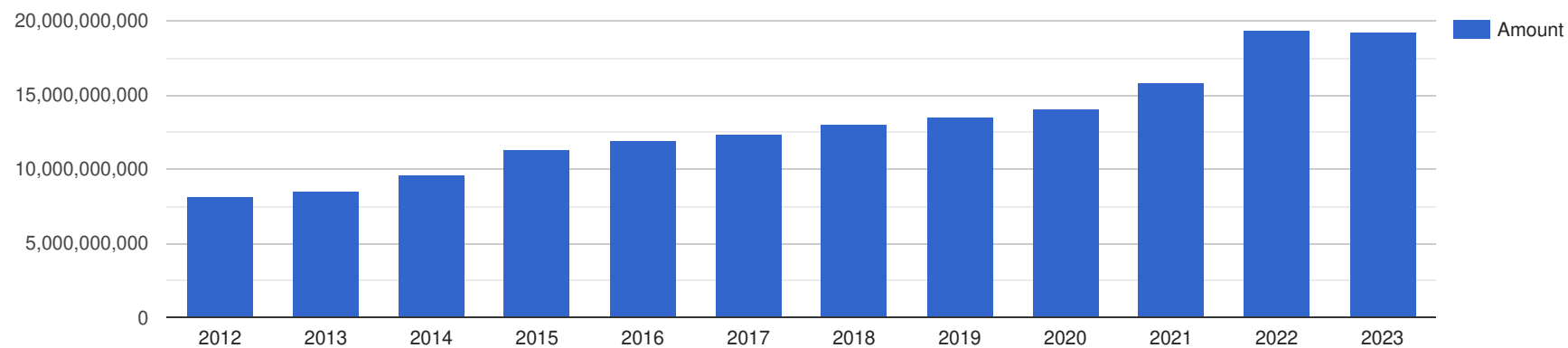
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2012	1,014,935,074	61,585,323	443,386,691	244,885,323
2013	914,946,237	30,967,742	425,197,204	239,425,161
2014	915,383,794	44,795,138	417,067,207	231,667,779
2015	938,833,333	91,132,833	401,150,333	203,518,667
2016	870,005,095	38,297,889	362,382,460	189,708,952
2017	914,211,695	78,728,497	396,466,469	171,966,987
2018	921,772,798	141,625,568	438,509,517	173,067,898
2019	907,623,839	59,380,738	419,916,476	164,455,781
2020	843,128,852	46,737,245	438,236,901	191,811,938
2021	1,089,513,954	45,481,651	538,028,416	252,279,432
2022	1,103,593,242	81,344,369	481,666,134	208,476,625
2023	1,015,386,965	-36,769,057	480,542,670	268,537,066

Company Performance in South African Rand - ZAR

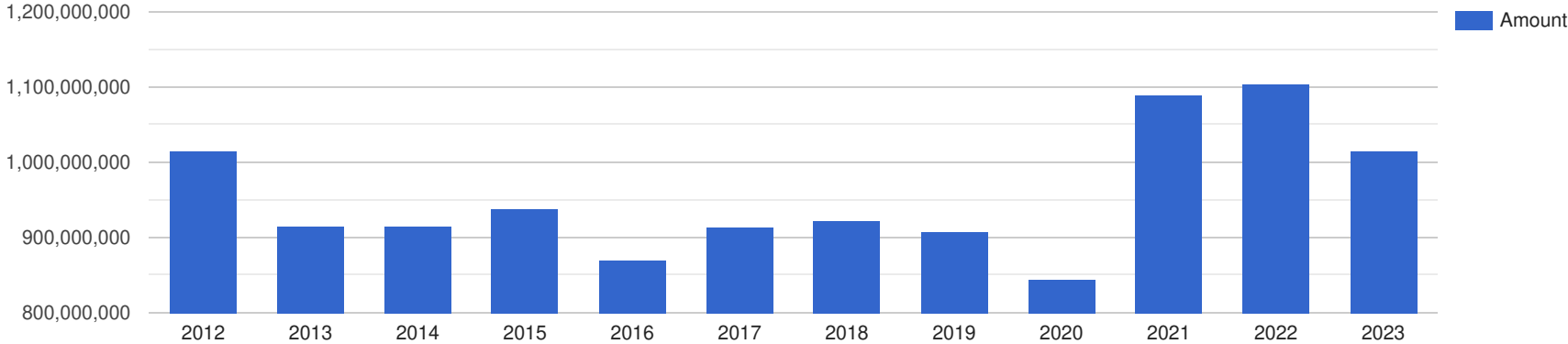
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2012	8,160,078,000	495,146,000	3,564,829,000	1,968,878,000
2013	8,509,000,000	288,000,000	3,954,334,000	2,226,654,000
2014	9,602,376,000	469,901,000	4,375,035,000	2,430,195,000
2015	11,266,000,000	1,093,594,000	4,813,804,000	2,442,224,000
2016	11,953,870,000	526,213,000	4,979,135,000	2,606,601,000
2017	12,351,000,000	1,063,622,000	5,356,262,000	2,323,274,000
2018	12,978,561,000	1,994,088,000	6,174,214,000	2,436,796,000
2019	13,485,475,000	882,279,000	6,239,119,000	2,443,484,000
2020	14,104,281,000	781,844,000	7,331,046,000	3,208,726,000
2021	15,865,938,000	662,322,000	7,834,985,000	3,673,794,000
2022	19,333,850,000	1,425,072,000	8,438,309,000	3,652,302,000
2023	19,250,955,000	-697,113,000	9,110,719,000	5,091,256,000

Company Performance Changes Report

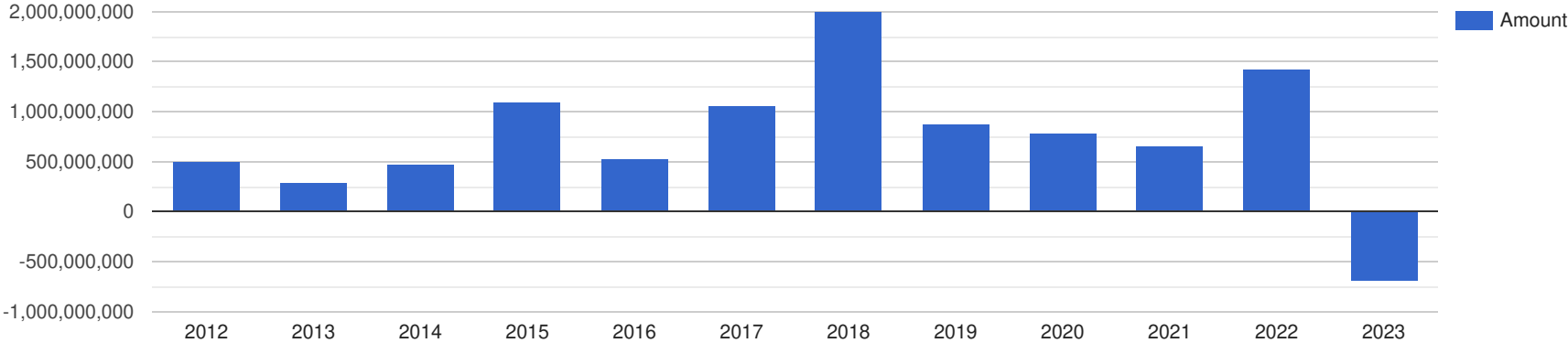
Company Revenue - ZAR



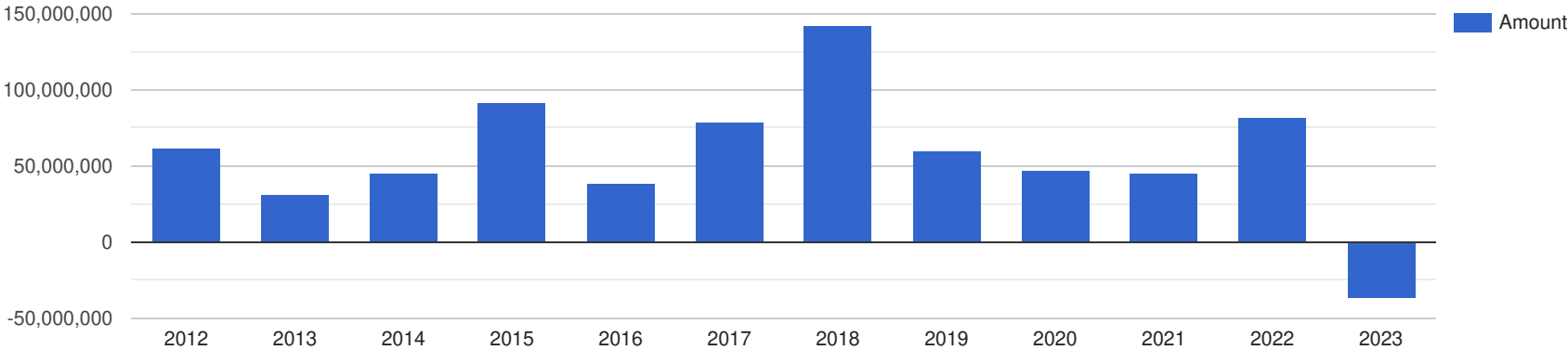
Company Revenue - USD



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?:	Full year in position?:
2012	Schutte	Christiaan Ernst	Male	Yes	Yes
2013	Schutte	Christiaan Ernst	Male	Yes	Yes
2014	Schutte	Christiaan Ernst	Male	Yes	Yes
2015	Schutte	Christiaan Ernst	Male	Yes	Yes
2016	Schutte	Christiaan Ernst	Male	Yes	Yes
2017	Schutte	Christiaan Ernst	Male	Yes	Yes
2018	Schutte	Christiaan Ernst	Male	Yes	Yes
2019	Schutte	Christiaan Ernst	Male	Yes	Yes
2020	Schutte	Christiaan Ernst	Male	Yes	Yes
2021	Schutte	Christiaan Ernst	Male	Yes	Yes
2022	Schutte	Christiaan Ernst	Male	Yes	Yes
2023	Schutte	Christiaan Ernst	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2012	453,607	79,726	104,104	0	637,438	313,433	950,871
2013	392,151	68,710	0	0	460,860	288,602	749,462
2014	365,658	63,765	155,724	0	585,147	269,442	854,588
2015	392,333	68,583	550,000	0	1,010,917	383,583	1,394,500
2016	364,920	56,623	0	1,965	423,508	341,630	765,138
2017	475,204	74,981	573,427	0	1,123,612	475,574	1,599,186
2018	561,932	0	758,665	2,628	1,323,224	467,330	1,790,554
2019	532,508	0	381,747	2,086	916,341	675,932	1,592,274
2020	496,623	0	151,354	1,255	649,232	632,136	1,281,368
2021	593,394	0	60,775	1,305	655,473	456,256	1,111,729
2022	515,440	0	0	614,190	1,129,631	0	1,129,631
2023	502,453	0	0	7,965	510,417	295,532	805,950

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2012	5	1,331,716	1,919,279	266,343	383,856
2013	5	1,216,667	1,439,247	243,333	287,849
2014	5	1,161,968	1,858,940	232,394	371,788
2015	5	1,190,667	3,072,917	238,133	614,583
2016	6	1,105,968	1,297,380	184,328	216,230
2017	5	1,329,756	3,080,237	265,951	616,047
2018	5	1,672,206	3,646,438	334,441	729,288
2019	3	1,122,022	1,974,021	374,007	658,007
2020	4	1,285,313	1,655,508	321,328	413,877
2021	4	1,400,082	1,527,400	350,021	381,850
2022	4	1,337,462	2,827,444	334,366	706,861
2023	5	1,285,353	1,440,371	257,071	288,074

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
0	1	0	0
2012	6	284,204	47,367
2013	8	244,516	30,565
2014	7	237,086	33,869
2015	6	220,500	36,750
2016	7	221,689	31,670
2017	6	235,677	39,280
2018	5	243,963	48,793
2019	7	232,669	33,238
2020	6	221,233	36,872
2021	5	260,266	52,053
2022	6	245,105	40,851
2023	6	263,041	43,840

CEO Remuneration - ZAR:

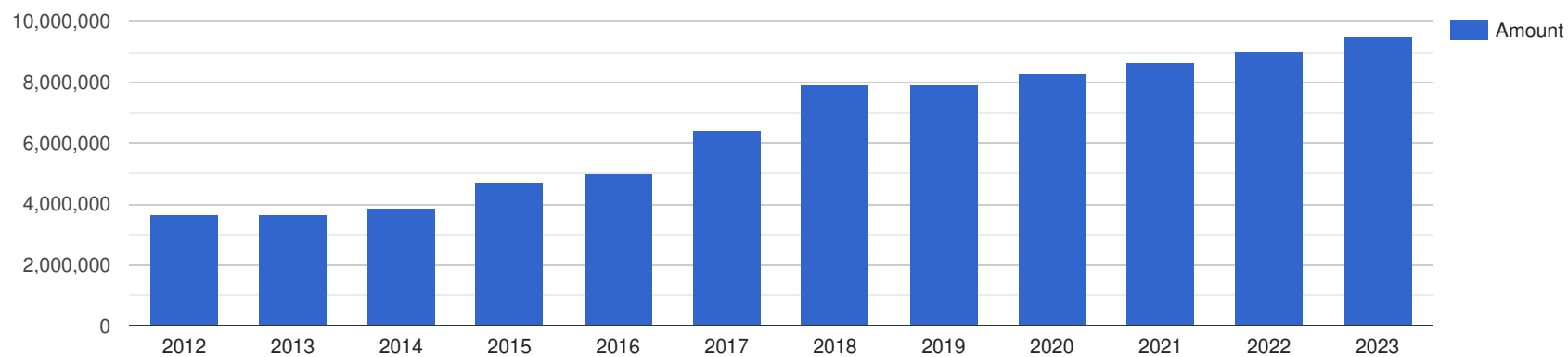
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2012	3,647,000	641,000	837,000	0	5,125,000	2,520,000	7,645,000
2013	3,647,000	639,000	0	0	4,286,000	2,684,000	6,970,000
2014	3,865,000	674,000	1,646,000	0	6,185,000	2,848,000	9,033,000
2015	4,708,000	823,000	6,600,000	0	12,131,000	4,603,000	16,734,000
2016	5,014,000	778,000	0	27,000	5,819,000	4,694,000	10,513,000
2017	6,420,000	1,013,000	7,747,000	0	15,180,000	6,425,000	21,605,000
2018	7,912,000	0	10,682,000	37,000	18,631,000	6,580,000	25,211,000
2019	7,912,000	0	5,672,000	31,000	13,615,000	10,043,000	23,658,000
2020	8,308,000	0	2,532,000	21,000	10,861,000	10,575,000	21,436,000
2021	8,641,000	0	885,000	19,000	9,545,000	6,644,000	16,189,000
2022	9,030,000	0	0	10,760,000	19,790,000	0	19,790,000
2023	9,526,000	0	0	151,000	9,677,000	5,603,000	15,280,000

Executive Director Remuneration - ZAR:

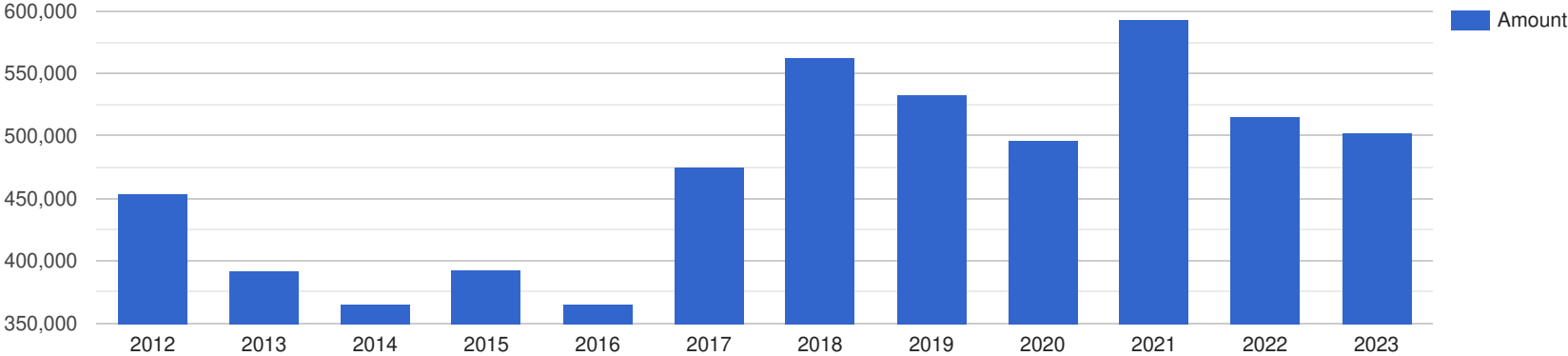
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2012	5	10,707,000	15,431,000	2,141,400	3,086,200
2013	5	11,315,000	13,385,000	2,263,000	2,677,000
2014	5	12,282,000	19,649,000	2,456,400	3,929,800
2015	5	14,288,000	36,875,000	2,857,600	7,375,000
2016	6	15,196,000	17,826,000	2,532,667	2,971,000
2017	5	17,965,000	41,614,000	3,593,000	8,322,800
2018	5	23,744,000	51,681,000	4,748,800	10,336,200
2019	3	16,671,000	29,330,000	5,557,000	9,776,667
2020	4	21,502,000	27,695,000	5,375,500	6,923,750
2021	4	20,388,000	22,242,000	5,097,000	5,560,500
2022	4	23,431,000	49,534,000	5,857,750	12,383,500
2023	5	24,369,000	27,308,000	4,873,800	5,461,600

Company Directors Fee Changes

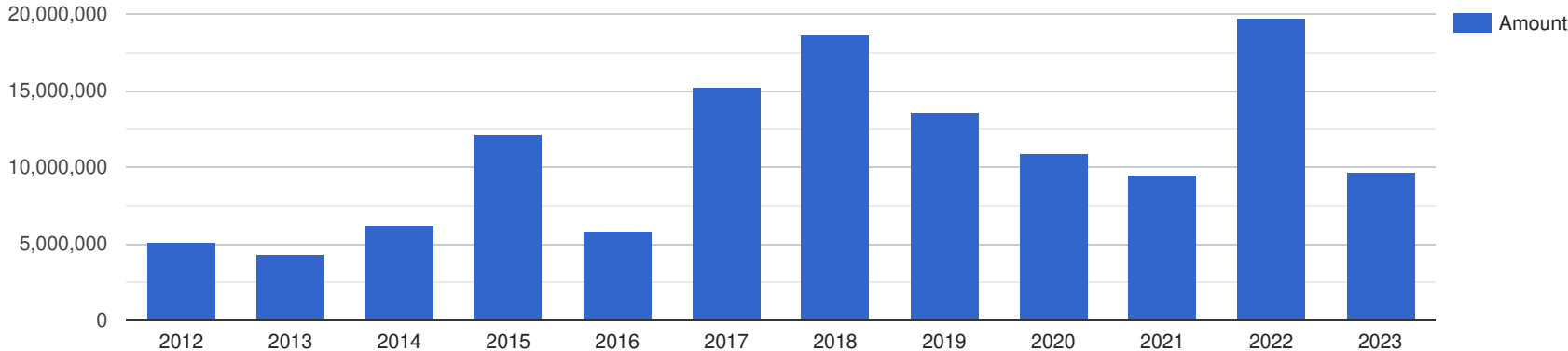
CEO Salary - ZAR



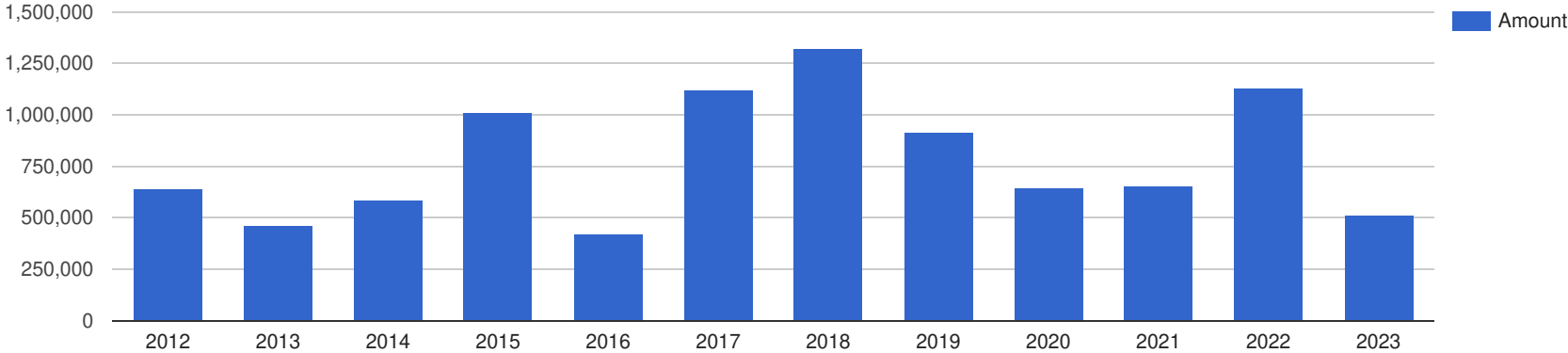
CEO Salary - USD



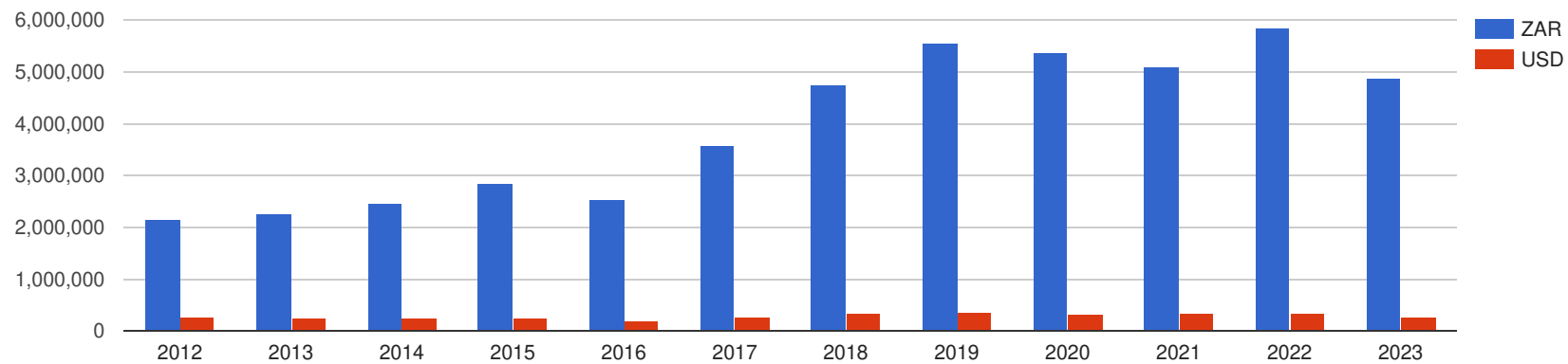
CEO Remuneration - ZAR



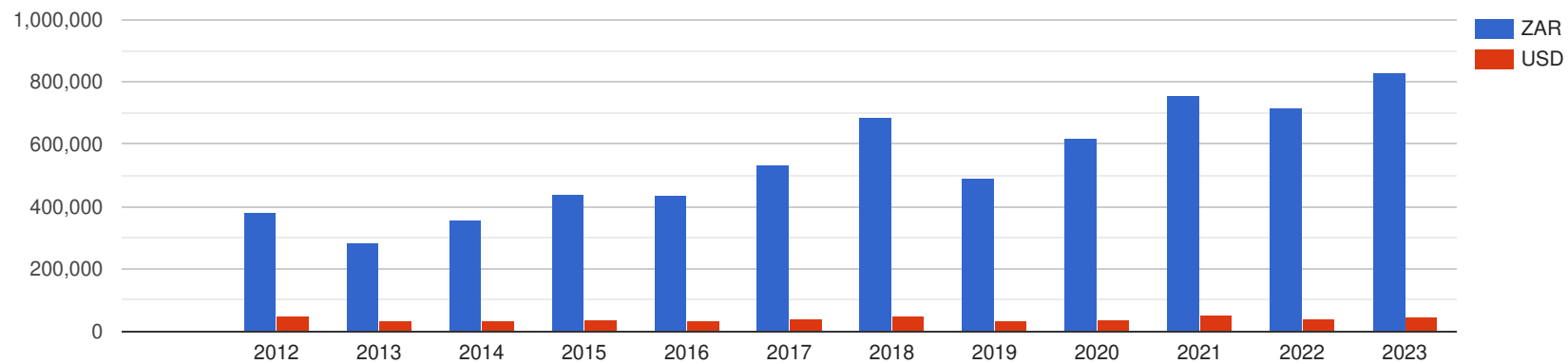
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2012	0	0	11849
2013	0	0	11628
2014	8185	3570	11755
2015	8323	4700	13023
2016	7697	4860	12557
2017	7458	5402	12860
2018	6694	4849	11543
2019	11499	0	0
2020	9067	2394	11461
2021	9088	3095	12813
2022	10858	0	10858
2023	9344	4279	13623

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	0
Zambia	No	No	2012: total employees outside south Africa = 430 2013 = 436
Swaziland	No	No	2012: Total employees outside South Africa=430 2013 = 436
Mozambique	No	No	2012: total employees outside South africa = 430 2013 = 436

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	8185	3570	11755	0	0	0	0	No
Mozambique	2014	0	0	0	0	0	0	0	0	No
Swaziland	2014	0	0	0	0	0	0	0	0	No
Zambia	2014	0	0	0	0	0	0	0	0	No