# 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%**<br>Government Employees Pension Fund |
| **9%**<br>Astral Operations Limited |
| **0%**<br>N/A |
| **0%**<br>N/A |
| **0%** |

N/A

# Company Performance Report

**Company Performance in US Dollars - USD**

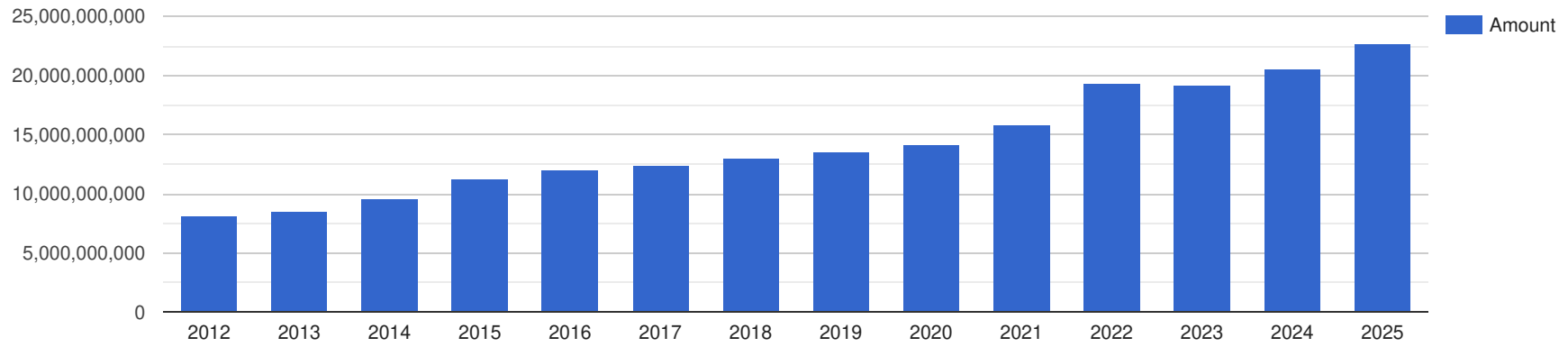
| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
|---|---|---|---|---|
| 2012 | 1,014,935,074 | 61,585,323 | 443,386,691 | 244,885,323 |
| 2013 | 914,946,237 | 30,967,742 | 425,197,204 | 239,425,161 |
| 2014 | 915,383,794 | 44,795,138 | 417,067,207 | 231,667,779 |
| 2015 | 938,833,333 | 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 |
| 2024 | 1,165,434,906 | 58,205 | 517,339,397 | 247,299,602 |
| 2025 | 1,298,101,155 | 69,522,003 | 535,203,962 | 226,757,208 |

**Company Performance in South African Rand - ZAR**

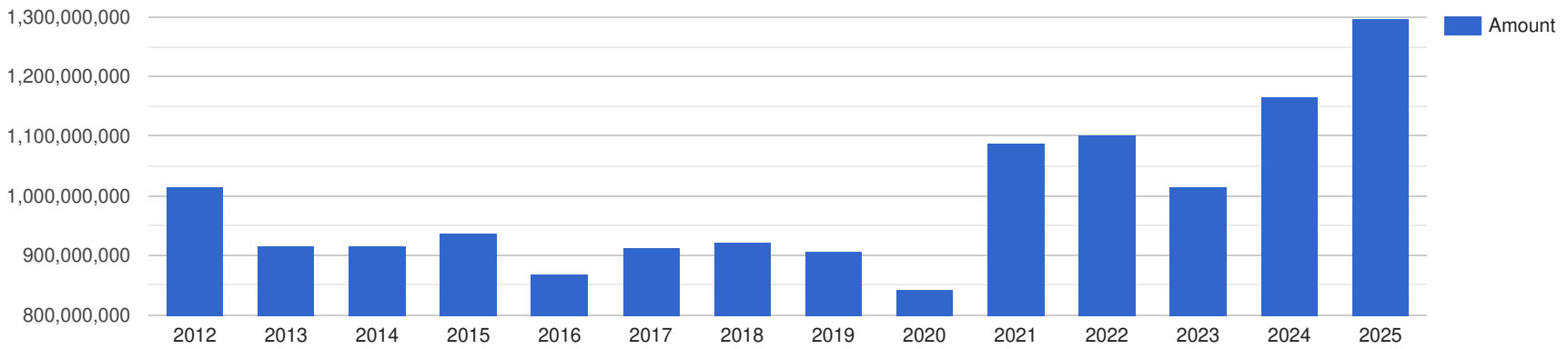
| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
|---|---|---|---|---|
| 2012 | 8,160,078,000 | 495,146,000 | 3,564,829,000 | 1,968,878,000 |
| 2013 | 8,509,000,000 | 288,000,000 | 3,954,334,000 | 2,226,654,000 |
| 2014 | 9,602,376,000 | 469,901,000 | 4,375,035,000 | 2,430,195,000 |
| 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 |
| 2024 | 20,500,000,000 | 1,023,833 | 9,100,000,000 | 4,350,000,000 |
| 2025 | 22,619,153,000 | 1,211,407,000 | 9,325,822,000 | 3,951,199,000 |

# Company Performance Changes Report

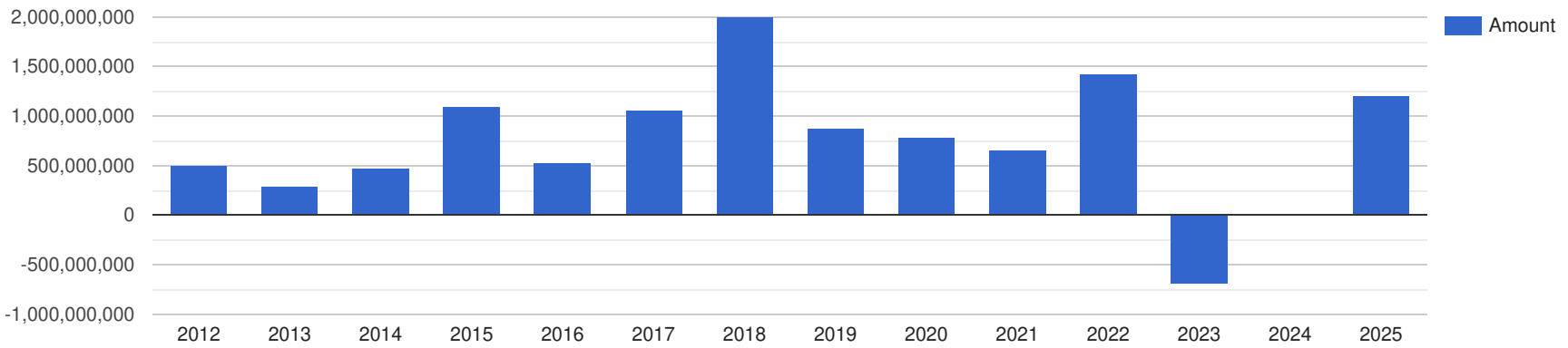
**Company Revenue - ZAR**



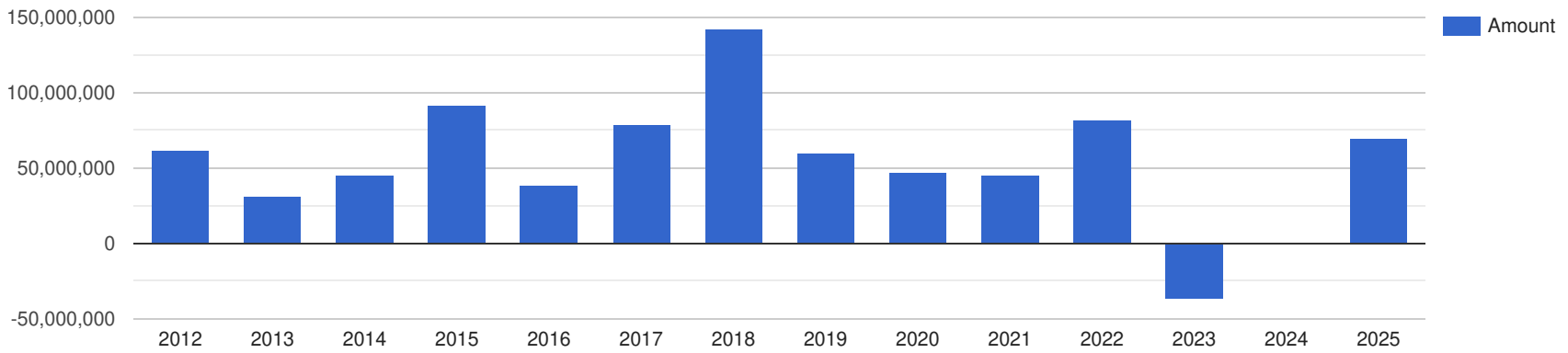
**Company Revenue - USD**



**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 |
| 2024 | Schutte | Christiaan Ernst | Male | Yes | Yes |
| 2025 | Schutte | Christiaan Ernst | Male | Yes | Yes |
| 2025 | Arnold | Gary Desmond | Male | No | No |

**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 |
| 2024 | 541,558 | 1,364 | 339,966 | 614,895 | 1,497,783 | 251,620 | 1,749,403 |
| 2025 | 640,287 | 1,894 | 594,032 | 1,326,600 | 2,562,812 | 752,080 | 3,314,892 |

**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 |
| 2024 | 4 | 1,379,989 | 3,894,258 | 344,997 | 973,565 |
| 2025 | 4 | 1,031,736 | 3,641,148 | 257,934 | 910,287 |

**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 |
| 2024 | 6 | 283,513 | 47,252 |
| 2025 | 7 | 278,680 | 39,811 |

**CEO Remuneration - ZAR:**

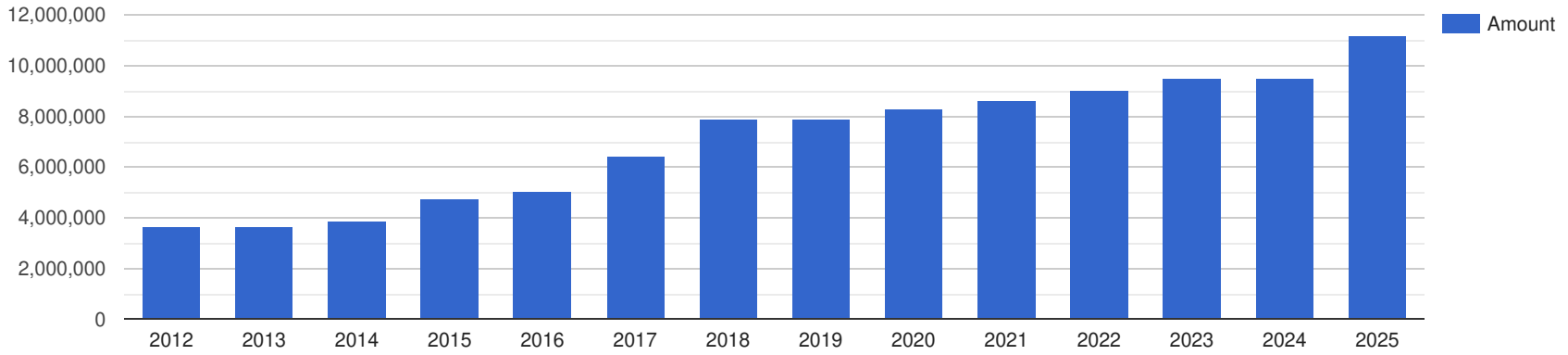
| Financial Year: | Salary: | Benefits: | Cash Bonus | Other | Total Annual | LTI Payment | Total Including LTI |
|---|---|---|---|---|---|---|---|
| 2012 | 3,647,000 | 641,000 | 837,000 | 0 | 5,125,000 | 2,520,000 | 7,645,000 |
| 2013 | 3,647,000 | 639,000 | 0 | 0 | 4,286,000 | 2,684,000 | 6,970,000 |
| 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 |
| 2024 | 9,526,000 | 24,000 | 5,980,000 | 10,816,000 | 26,346,000 | 4,426,000 | 30,772,000 |
| 2025 | 11,157,000 | 33,000 | 10,351,000 | 23,116,000 | 44,657,000 | 13,105,000 | 57,762,000 |

**Executive Director Remuneration - ZAR:**

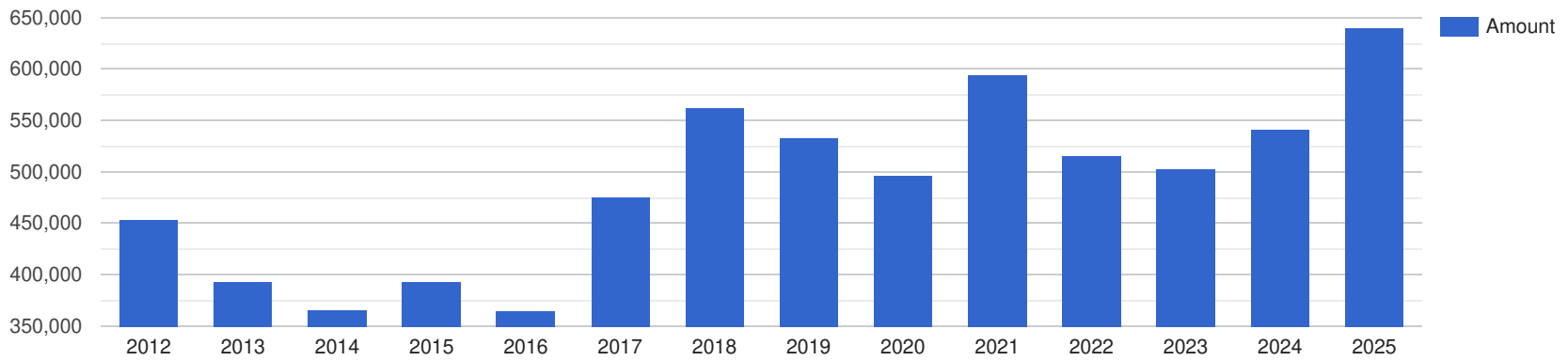
| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration | Average Salary | Average Remuneration |
|---|---|---|---|---|---|
| 2012 | 5 | 10,707,000 | 15,431,000 | 2,141,400 | 3,086,200 |
| 2013 | 5 | 11,315,000 | 13,385,000 | 2,263,000 | 2,677,000 |
| 2014 | 5 | 12,282,000 | 19,649,000 | 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 |
| 2024 | 4 | 24,274,000 | 68,500,000 | 6,068,500 | 17,125,000 |
| 2025 | 4 | 17,978,000 | 63,447,000 | 4,494,500 | 15,861,750 |

# Company Directors Fee Changes

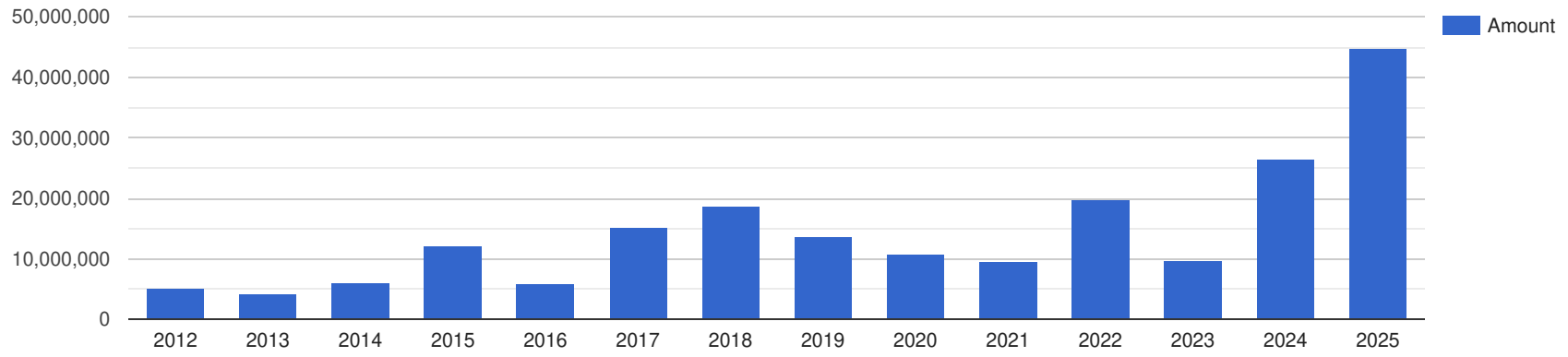
**CEO Salary - ZAR**



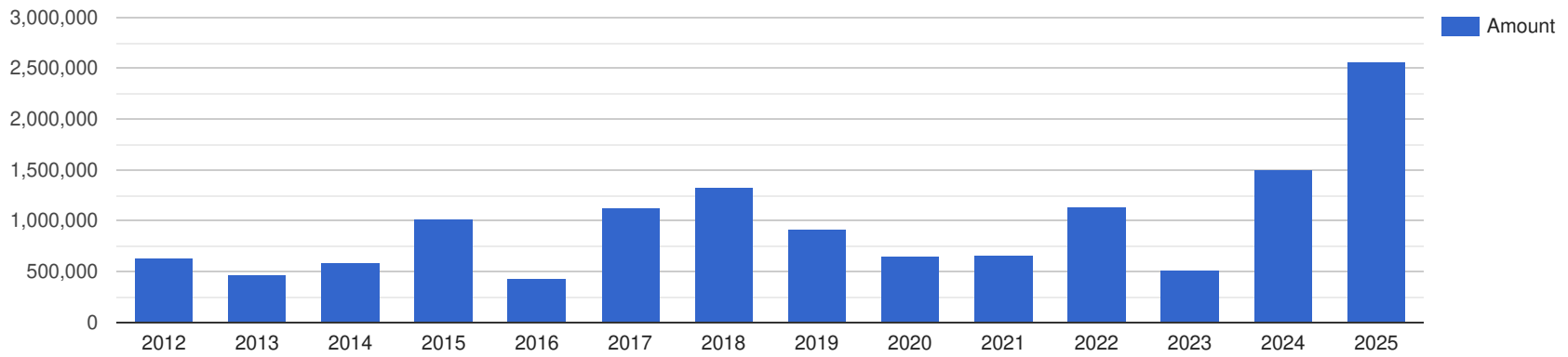
**CEO Salary - USD**



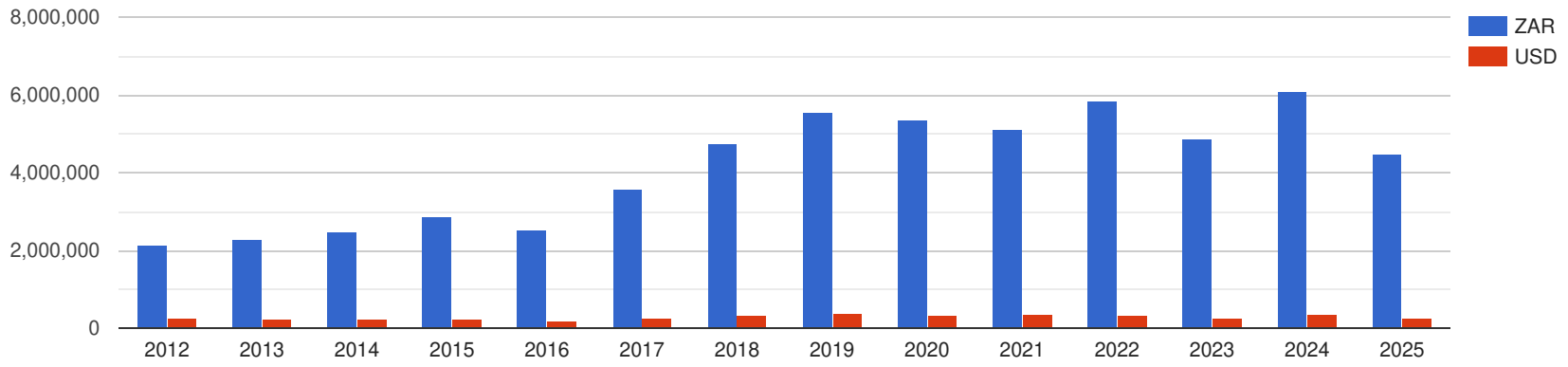
**CEO Remuneration - ZAR**



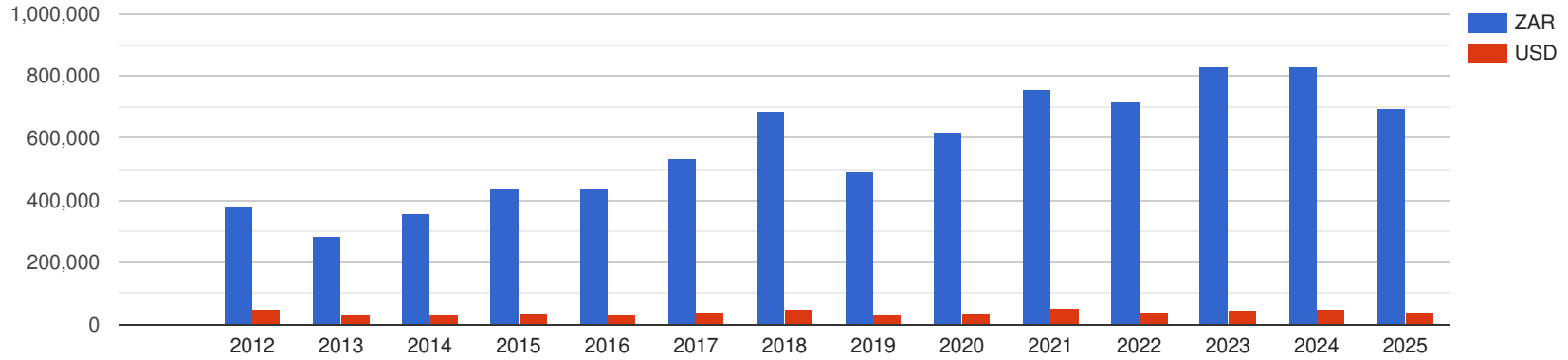
**CEO Remuneration - USD**



**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 |
| 2024 | 0 | 0 | 12293 |
| 2025 | 0 | 0 | 3015 |

**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 |