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	PO Box 784324	Sandton	Johannesburg	2146	+27 11 719 6300	graham.hayward@za.nampak.com	http://www.nampak.com	1968/01/01	2023/09/30	ZAR

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
UNI	Yes	2006/05/29

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Paper and Packaging	Johannesburg Stock Exchange (JSE)	0

Five Major Shareholders

4%	Old Mutual MM Satellite Equity Fund No 3
4%	Ninety One Wealth & Investment BCI Dynamic
4%	PSG Flexible Fund
3%	Allan Gray Stable Fund

3%
M&G Equity Fund

Company Performance Report

Company Performance in US Dollars - USD

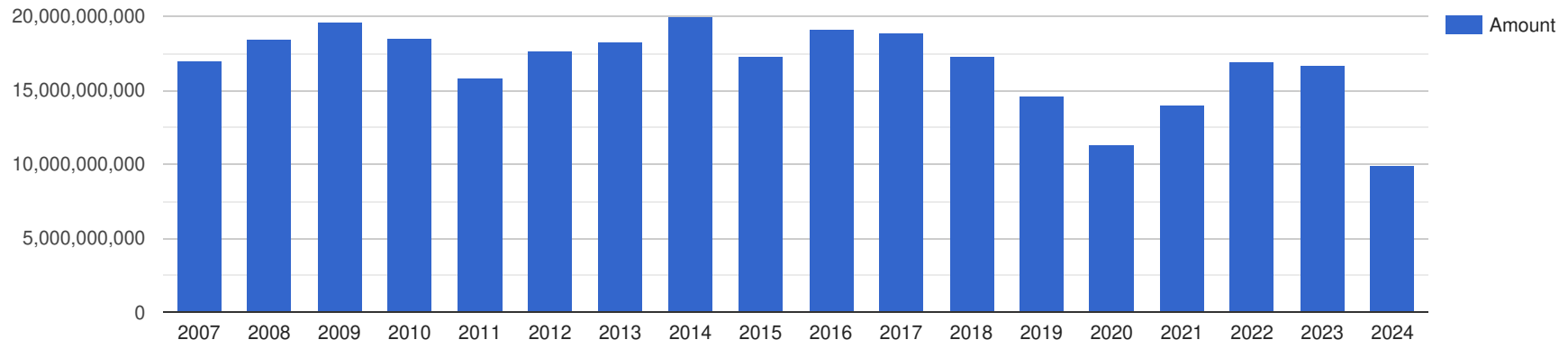
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2007	2,413,390,070	204,496,453	1,848,595,744	990,510,638
2008	2,231,862,152	84,365,175	1,876,058,041	1,151,523,579
2009	2,320,568,720	32,263,033	1,669,715,640	1,061,954,976
2010	2,618,681,164	162,482,350	1,825,063,541	1,067,043,208
2011	2,285,924,855	200,895,954	1,865,317,919	1,042,355,491
2012	2,193,917,910	203,743,781	1,896,766,169	1,123,582,090
2013	1,967,268,817	186,989,247	2,123,010,753	1,371,204,301
2014	1,903,765,491	124,899,905	2,086,854,147	1,335,367,016
2015	1,440,941,667	116,550,000	2,033,958,333	1,269,591,667
2016	1,392,933,042	122,081,514	1,754,279,476	1,066,906,841
2017	1,393,168,024	42,190,970	1,872,679,497	1,150,910,437
2018	1,229,389,205	92,883,523	1,840,490,057	1,086,761,364
2019	985,489,299	410,553	1,511,616,638	889,965,002
2020	674,178,797	-283,946,558	968,066,473	716,131,153
2021	958,523,320	30,565,017	1,096,344,009	781,423,392
2022	966,750,385	3,356,356	1,019,047,891	740,704,378
2023	878,885,904	-200,166,357	733,679,585	632,726,118
2024	566,016,283	44,542,024	641,803,102	532,679,406

Company Performance in South African Rand - ZAR

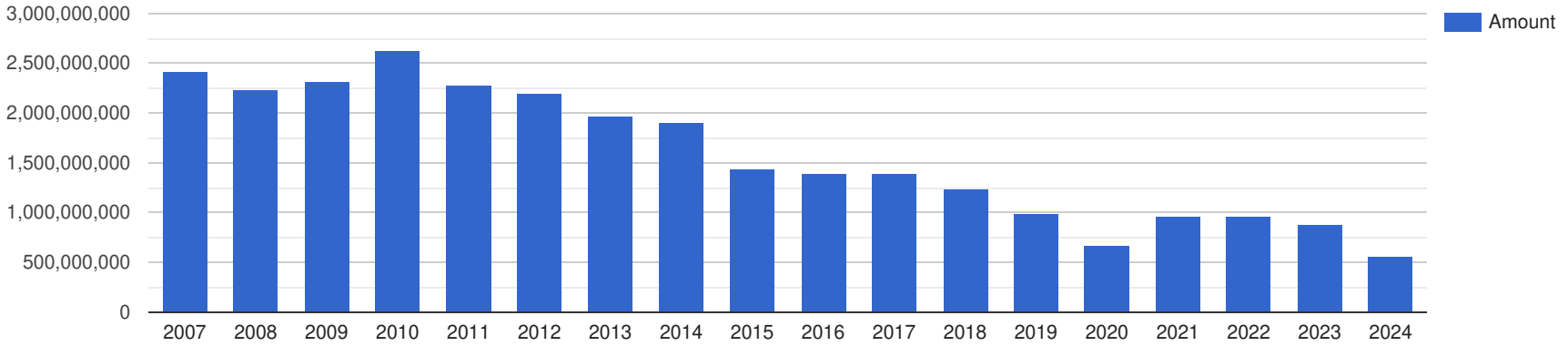
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2007	17,014,400,000	1,441,700,000	13,032,600,000	6,983,100,000
2008	18,457,500,000	697,700,000	15,515,000,000	9,523,100,000
2009	19,585,600,000	272,300,000	14,092,400,000	8,962,900,000
2010	18,545,500,000	1,150,700,000	12,925,100,000	7,556,800,000
2011	15,818,600,000	1,390,200,000	12,908,000,000	7,213,100,000
2012	17,639,100,000	1,638,100,000	15,250,000,000	9,033,600,000
2013	18,295,600,000	1,739,000,000	19,744,000,000	12,752,200,000
2014	19,970,500,000	1,310,200,000	21,891,100,000	14,008,000,000
2015	17,291,300,000	1,398,600,000	24,407,500,000	15,235,100,000
2016	19,138,900,000	1,677,400,000	24,103,800,000	14,659,300,000
2017	18,821,700,000	570,000,000	25,299,900,000	15,548,800,000
2018	17,309,800,000	1,307,800,000	25,914,100,000	15,301,600,000
2019	14,642,400,000	6,100,000	22,459,600,000	13,223,100,000
2020	11,278,000,000	-4,750,000,000	16,194,300,000	11,979,800,000
2021	13,958,400,000	445,100,000	15,965,400,000	11,379,400,000
2022	16,936,500,000	58,800,000	17,852,700,000	12,976,400,000
2023	16,663,000,000	-3,795,000,000	13,910,000,000	11,996,000,000
2024	9,956,300,000	783,500,000	11,289,400,000	9,369,900,000

Company Performance Changes Report

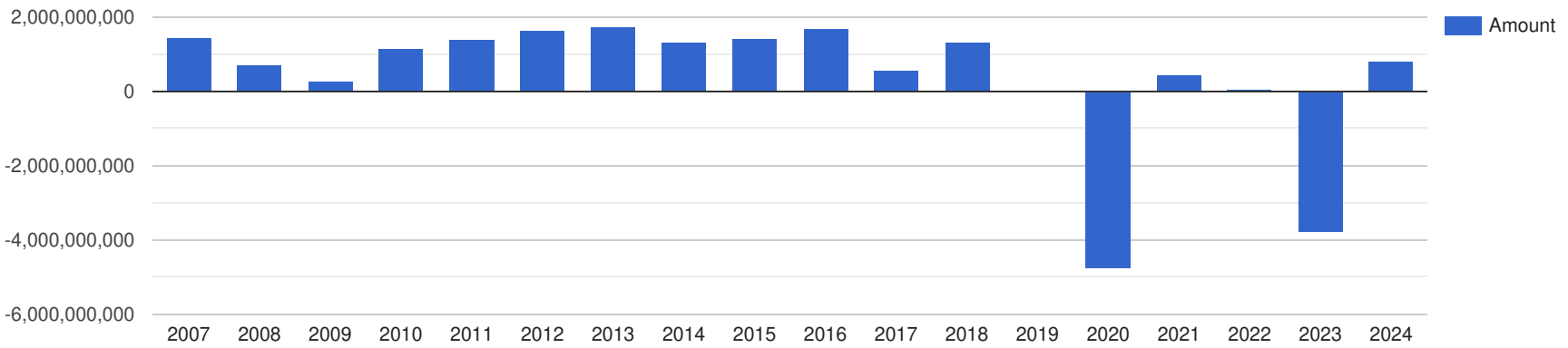
Company Revenue - ZAR



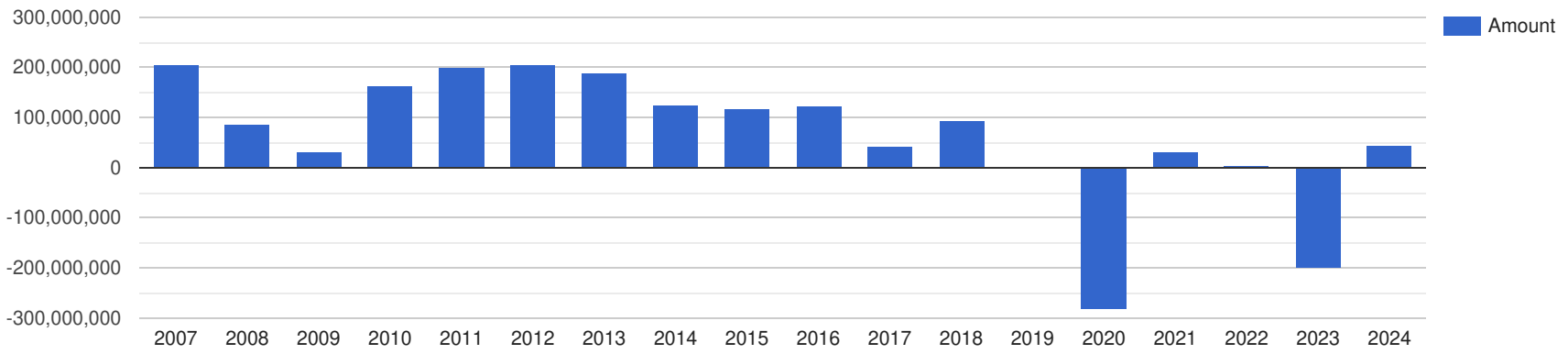
Company Revenue - USD



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?:
2007	Bortolan	John (GE)	Male	Yes	Yes
2008	Bortolan	John (GE)	Male	Yes	Yes
2009	Bortolan	John (GE)	Male	No	No
2009	Marshall	Andrew	Male	Yes	Yes
2010	Marshall	Andrew	Male	Yes	Yes
2011	Marshall	Andrew	Male	Yes	Yes
2012	Marshall	Andrew	Male	Yes	Yes
2013	Marshall	Andrew	Male	Yes	Yes
2014	Marshall	Andrew	Male	No	No
2014	de Ruyter	Andre	Male	Yes	Yes
2015	de Ruyter	Andre	Male	Yes	Yes
2016	de Ruyter	Andre	Male	Yes	Yes
2017	de Ruyter	Andre	Male	Yes	Yes
2018	de Ruyter	Andre	Male	Yes	Yes
2019	de Ruyter	Andre	Male	Yes	Yes
2020	Smuts	Erik E	Male	No	No
2021	Smuts	Erik E	Male	Yes	Yes
2022	Smuts	Erik E	Male	Yes	Yes
2023	Roux	Phil	Male	No	No
2023	Smuts	Erik E	Male	Yes	Yes
2024	Roux	Phil	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	588,029	32,380	621,538	0	1,241,948	0	1,241,948
2008	508,409	32,266	120,919	0	661,593	646,191	1,307,785
2009	546,092	166,128	416,027	0	1,128,247	0	1,128,247
2010	644,188	42,907	783,835	0	1,470,930	0	1,470,930
2011	520,647	45,198	864,328	0	1,430,173	0	1,430,173
2012	623,756	40,833	786,234	0	1,450,822	110,204	1,561,026
2013	576,832	36,455	233,160	0	846,446	765,932	1,612,378
2014	686,748	195,668	527,029	0	1,409,445	476,689	1,886,135
2015	506,502	43,748	171,458	354,294	1,076,002	0	1,076,002
2016	463,574	31,411	177,733	531,097	1,203,814	54,934	1,258,748
2017	520,226	20,069	604,368	538,653	1,683,316	21,119	1,704,435
2018	537,963	8,763	628,304	0	1,175,030	63,373	1,238,403
2019	542,307	1,421	5,412	0	549,139	179,652	728,791
2020	388,388	2,886	969	125,366	517,609	84,626	602,235
2021	500,877	3,862	1,247,966	844	1,753,548	47,247	1,800,795
2022	437,156	1,167	0	671,570	1,109,893	34,067	1,143,960
2023	530,502	1,963	0	962,982	1,495,448	0	1,495,448
2024	682,206	0	750,426	645,385	2,078,017	803,398	2,881,415

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	3	1,212,482	2,532,081	404,161	844,027
2008	3	999,609	1,251,265	333,203	417,088
2009	5	858,173	1,852,131	171,635	370,426
2010	3	1,300,918	2,860,477	433,639	953,492
2011	3	1,184,891	2,910,852	394,964	970,284
2012	3	1,261,756	2,827,472	420,585	942,491
2013	3	1,157,344	1,646,209	385,781	548,736
2014	4	1,241,346	2,573,647	310,336	643,412
2015	5	1,014,538	1,745,044	202,908	349,009
2016	3	934,739	2,212,337	311,580	737,446
2017	4	1,078,496	3,313,824	269,624	828,456
2018	3	1,103,665	2,305,392	367,888	768,464
2019	3	1,000,132	1,022,608	333,377	340,869
2020	2	719,085	958,400	359,543	479,200
2021	2	888,321	2,988,962	444,160	1,494,481
2022	2	783,516	1,945,604	391,758	972,802
2023	3	859,935	2,072,986	286,645	690,995
2024	2	1,033,173	3,244,167	516,586	1,622,084

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2007	10	315,574	31,557
2008	10	320,677	32,068
2009	13	363,829	27,987
2010	12	433,534	36,128
2011	9	553,550	61,506
2012	9	542,576	60,286
2013	9	530,607	58,956
2014	12	577,291	48,108
2015	11	430,343	39,122
2016	10	494,003	49,400
2017	11	492,905	44,810
2018	9	503,594	55,955
2019	12	397,990	33,166
2020	9	289,046	32,116
2021	6	356,558	59,426
2022	6	299,181	49,863
2023	8	336,302	42,038
2024	9	295,970	36,996

CEO Remuneration - ZAR:

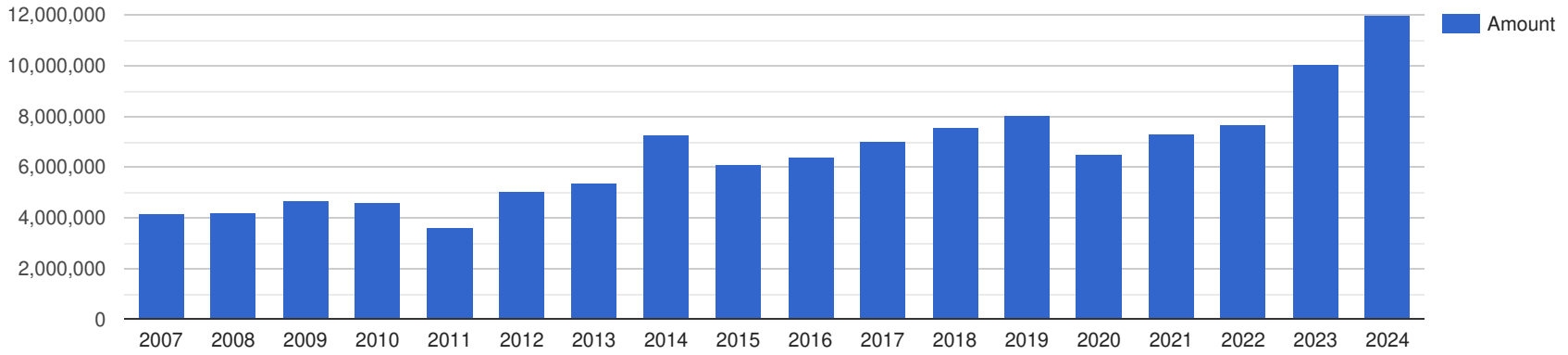
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	4,145,604	228,281	4,381,845	0	8,755,730	0	8,755,730
2008	4,204,541	266,837	1,000,000	0	5,471,378	5,344,000	10,815,378
2009	4,686,561	1,425,714	3,570,341	0	9,682,616	0	9,682,616
2010	4,561,494	303,827	5,550,336	0	10,415,657	0	10,415,657
2011	3,602,877	312,768	5,981,152	0	9,896,797	0	9,896,797
2012	5,014,996	328,296	6,321,319	0	11,664,611	886,041	12,550,652
2013	5,364,533	339,033	2,168,384	0	7,871,950	7,123,163	14,995,113
2014	7,258,930	2,068,206	5,570,700	0	14,897,836	5,038,606	19,936,442
2015	6,078,024	524,976	2,057,495	4,251,527	12,912,022	0	12,912,022
2016	6,369,501	431,589	2,442,045	7,297,273	16,540,408	754,789	17,295,197
2017	7,028,250	271,130	8,165,018	7,277,200	22,741,598	285,324	23,026,922
2018	7,574,522	123,380	8,846,522	0	16,544,424	892,294	17,436,718
2019	8,057,594	21,113	80,406	0	8,159,113	2,669,264	10,828,377
2020	6,497,351	48,279	16,203	2,097,254	8,659,087	1,415,700	10,074,787
2021	7,293,765	56,235	18,172,876	12,292	25,535,168	688,008	26,223,176
2022	7,658,538	20,442	0	11,765,240	19,444,220	596,820	20,041,040
2023	10,057,795	37,219	0	18,257,185	28,352,199	0	28,352,199
2024	12,000,000	0	13,200,000	11,352,325	36,552,325	14,131,765	50,684,090

Executive Director Remuneration - ZAR:

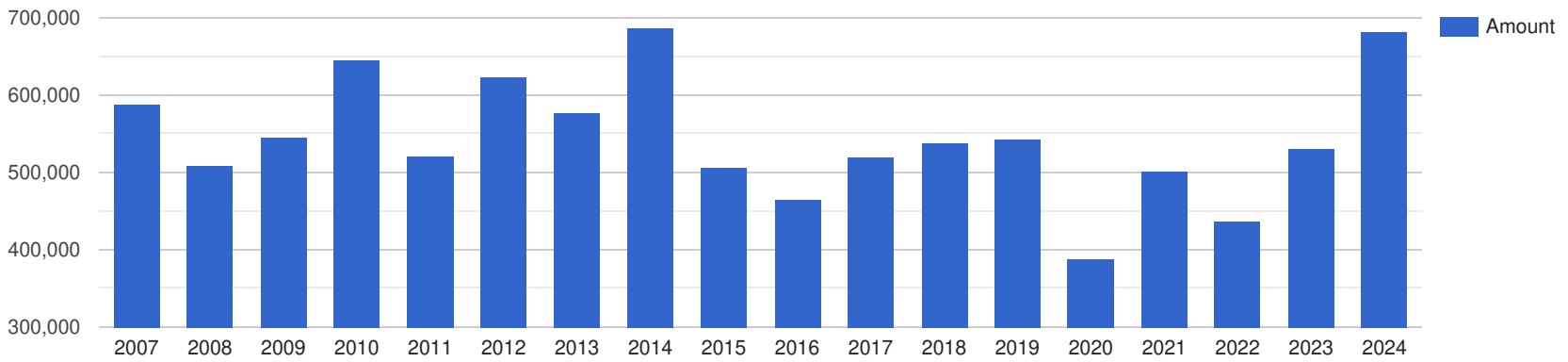
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	3	8,548,001	17,851,170	2,849,334	5,950,390
2008	3	8,266,766	10,347,964	2,755,589	3,449,321
2009	5	7,364,840	15,894,985	1,472,968	3,178,997
2010	3	9,211,801	20,255,040	3,070,600	6,751,680
2011	3	8,199,444	20,143,098	2,733,148	6,714,366
2012	3	10,144,515	22,732,874	3,381,505	7,577,625
2013	3	10,763,302	15,309,744	3,587,767	5,103,248
2014	4	13,121,024	27,203,444	3,280,256	6,800,861
2015	5	12,174,457	20,940,533	2,434,891	4,188,107
2016	3	12,843,314	30,397,507	4,281,105	10,132,502
2017	4	14,570,486	44,769,766	3,642,622	11,192,442
2018	3	15,539,606	32,459,920	5,179,869	10,819,973
2019	3	14,859,961	15,193,904	4,953,320	5,064,635
2020	2	12,029,577	16,033,072	6,014,789	8,016,536
2021	2	12,935,729	43,525,267	6,467,865	21,762,634
2022	2	13,726,422	34,085,036	6,863,211	17,042,518
2023	3	16,303,513	39,301,734	5,434,504	13,100,578
2024	2	18,173,509	57,064,899	9,086,755	28,532,450

Company Directors Fee Changes

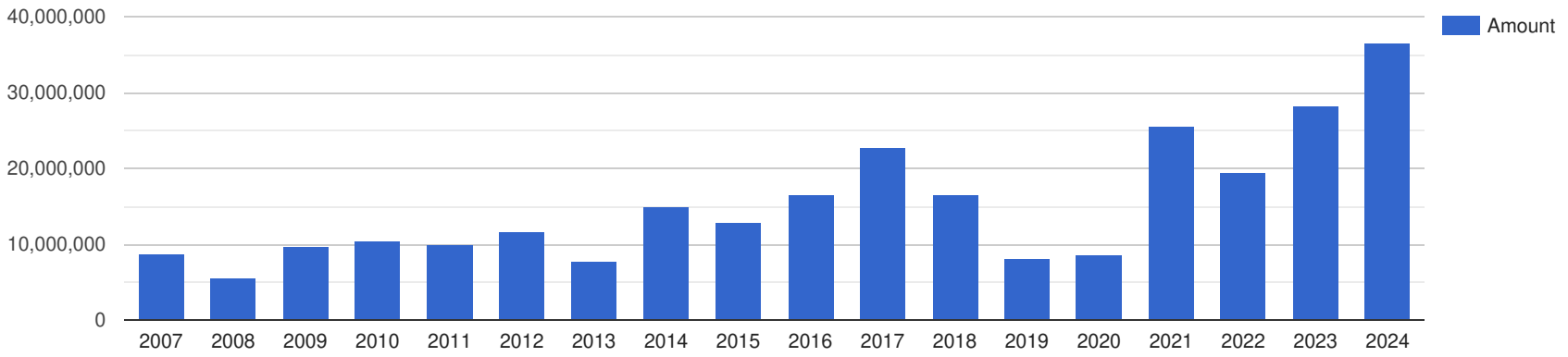
CEO Salary - ZAR



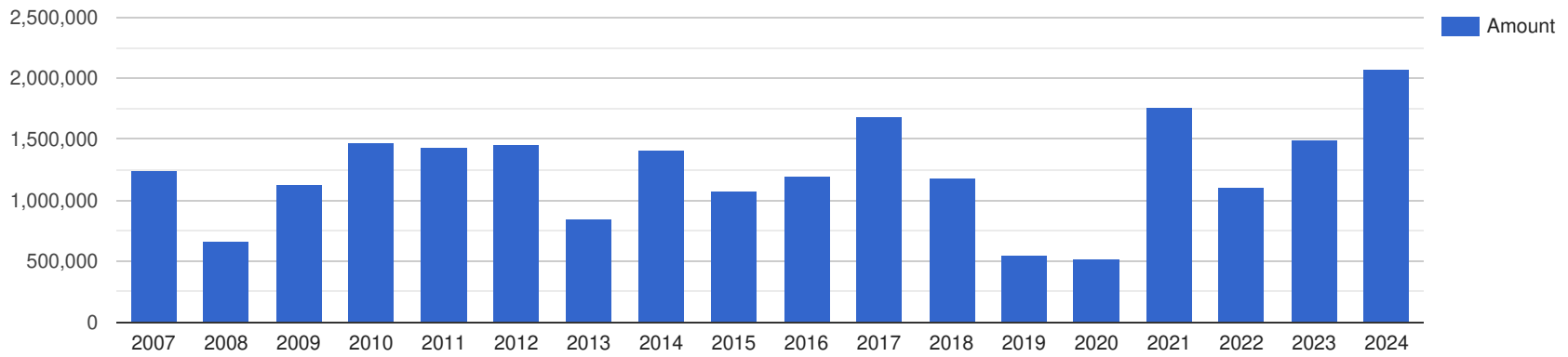
CEO Salary - USD



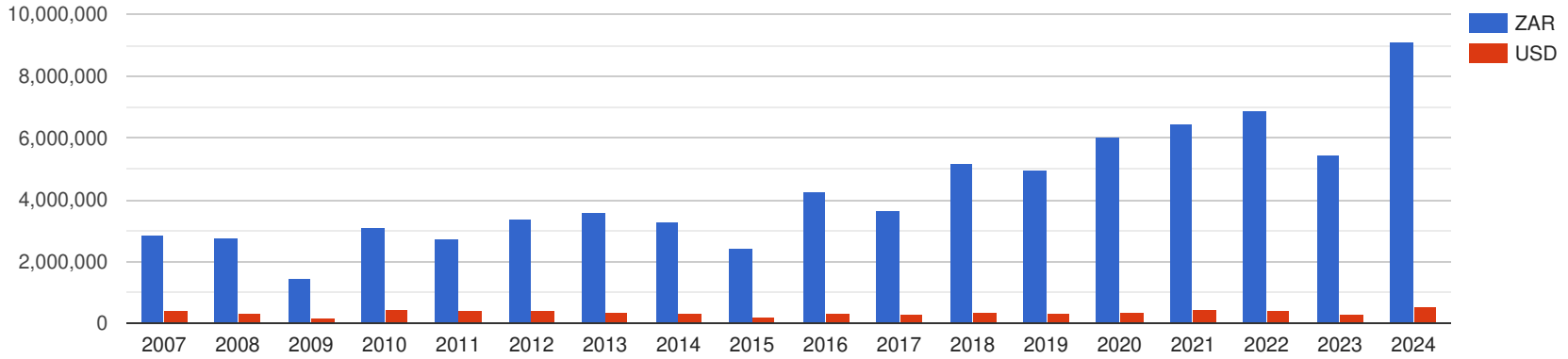
CEO Remuneration - ZAR



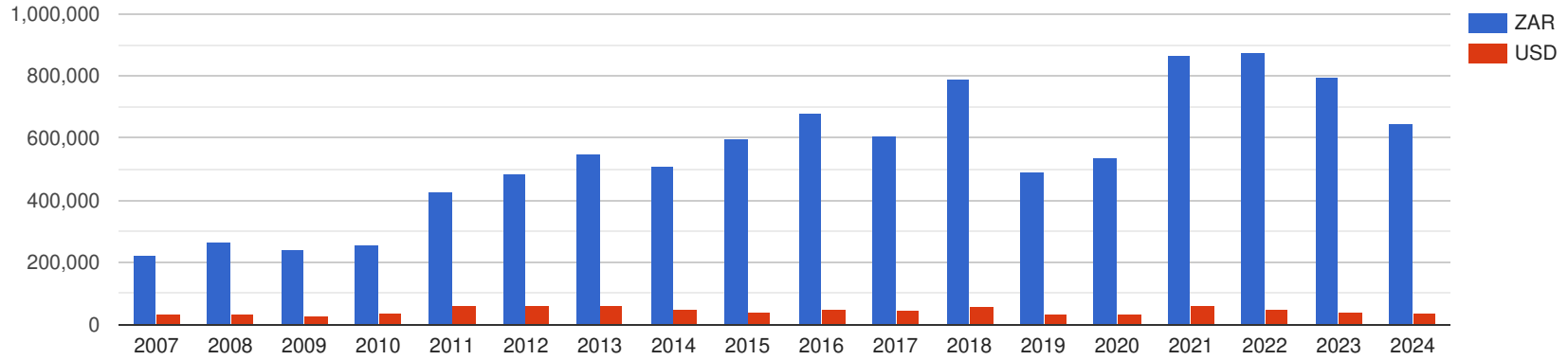
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
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
2024	0	0	1756

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 agreedfor 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 temporarty 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