

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 2734 | West Way Park, Westville | Durban | 3635 | +27 31 242 8600 | john.maher@rclfoods.com | www.rclfoods.com | 1966/01/01 | 2023/06/30 | 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 | | 0 |

Five Major Shareholders

| | |
|-----|-----------------------------------|
| 80% | Remgro Limited |
| 4% | Oasis Crescent Equity Fund |
| 3% | Government Employees Pension Fund |
| 1% | M&G SA Equity Fund |
| 1% | |

Company Performance Report

Company Performance in US Dollars - USD

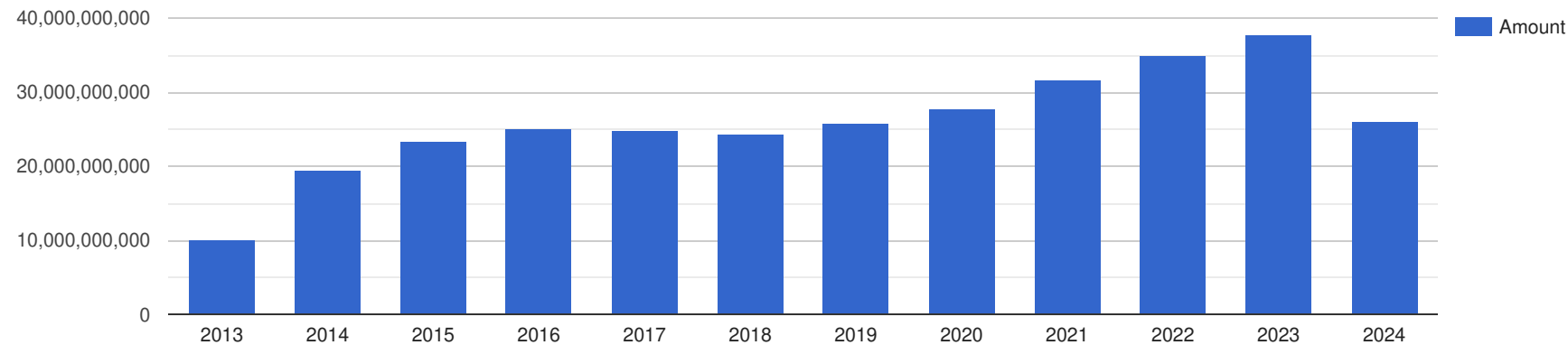
| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
|-----------|---------------|--------------------|---------------|---------------|
| 2013 | 1,148,728,636 | 7,525,681 | 1,971,870,454 | 1,170,028,522 |
| 2014 | 1,880,505,497 | -33,828,158 | 1,920,034,716 | 1,010,074,638 |
| 2015 | 2,047,920,105 | 109,529,895 | 1,721,433,129 | 837,386,014 |
| 2016 | 1,696,620,949 | 10,895,119 | 1,375,649,085 | 691,567,051 |
| 2017 | 1,909,001,913 | 54,753,711 | 1,492,602,448 | 697,900,612 |
| 2018 | 1,715,308,708 | 77,104,354 | 1,474,107,935 | 689,016,433 |
| 2019 | 1,772,267,132 | -12,192,921 | 1,397,060,861 | 272,738,139 |
| 2020 | 1,620,464,803 | -64,974,414 | 1,310,574,549 | 738,124,934 |
| 2021 | 2,176,004,642 | 91,645,677 | 1,538,757,760 | 804,423,653 |
| 2022 | 2,210,001,393 | 88,081,355 | 1,517,904,020 | 796,832,035 |
| 2023 | 2,011,613,419 | 36,147,331 | 1,347,077,452 | 723,019,889 |
| 2024 | 1,414,958,114 | 89,928,922 | 364,439,835 | 164,705,514 |

Company Performance in South African Rand - ZAR

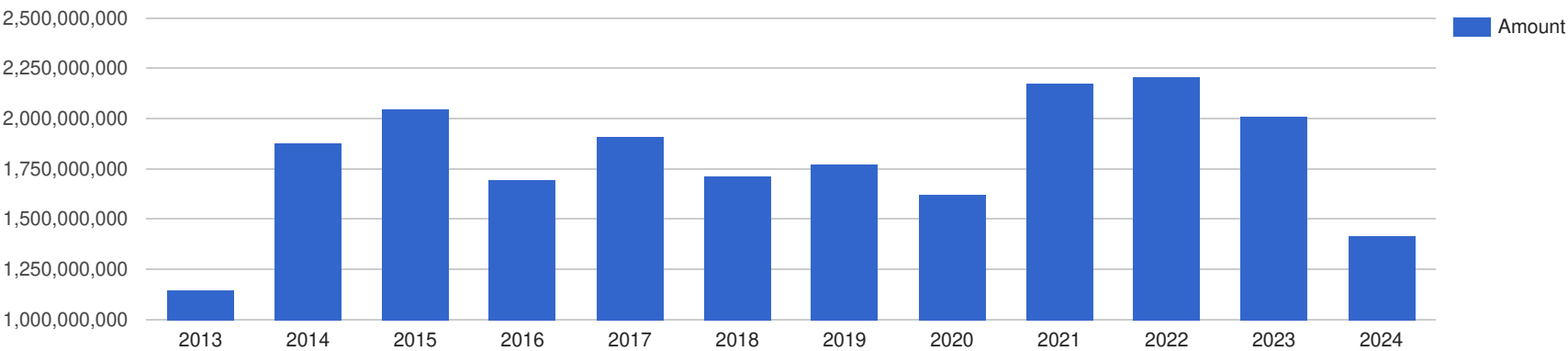
| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
|-----------|----------------|--------------------|----------------|----------------|
| 2013 | 10,108,812,000 | 66,226,000 | 17,352,460,000 | 10,296,251,000 |
| 2014 | 19,500,842,000 | -350,798,000 | 19,910,760,000 | 10,474,474,000 |
| 2015 | 23,428,206,000 | 1,253,022,000 | 19,693,195,000 | 9,579,696,000 |
| 2016 | 25,025,159,000 | 160,703,000 | 20,290,824,000 | 10,200,614,000 |
| 2017 | 24,950,655,000 | 715,631,000 | 19,508,314,000 | 9,121,561,000 |
| 2018 | 24,425,996,000 | 1,097,966,000 | 20,991,297,000 | 9,811,594,000 |
| 2019 | 25,887,506,000 | -178,102,000 | 20,406,868,000 | 3,983,886,000 |
| 2020 | 27,803,611,000 | -1,114,818,000 | 22,486,576,000 | 12,664,600,000 |
| 2021 | 31,687,850,000 | 1,334,581,000 | 22,408,006,000 | 11,714,339,000 |
| 2022 | 34,906,972,000 | 1,391,245,000 | 23,975,294,000 | 12,585,962,000 |
| 2023 | 37,782,948,000 | 678,934,000 | 25,301,361,000 | 13,580,056,000 |
| 2024 | 26,016,566,000 | 1,653,506,000 | 6,700,886,000 | 3,028,409,000 |

Company Performance Changes Report

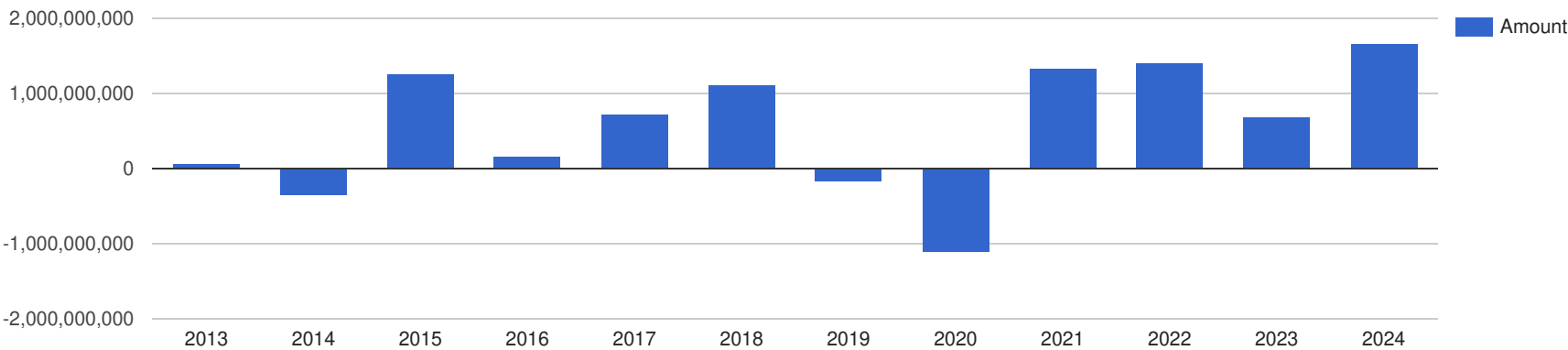
Company Revenue - ZAR



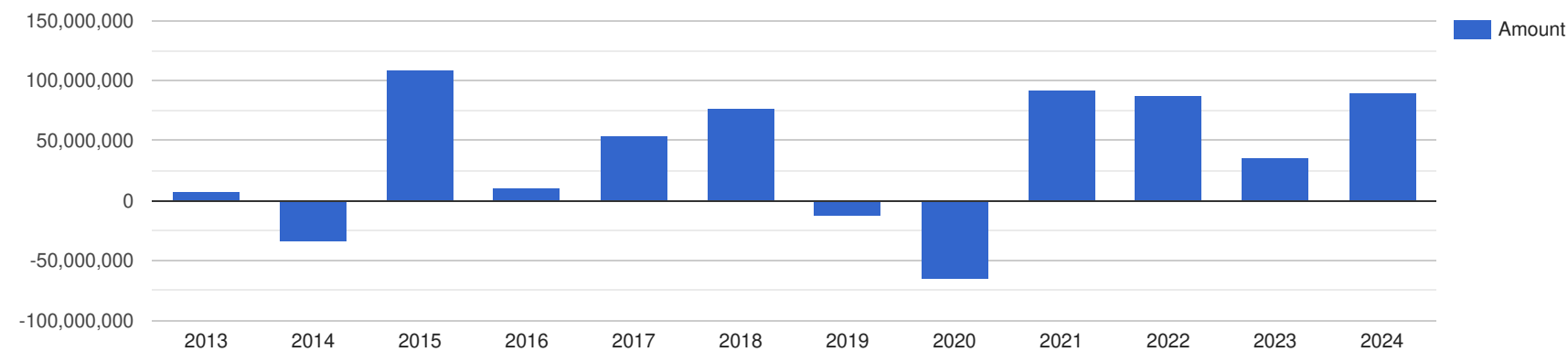
Company Revenue - USD



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?: |
|-----------|-------------------|----------------|------------------|----------------------|-------------------------|
| 2014 | Dally | Miles | Male | Yes | Yes |
| 2015 | Dally | Miles | Male | Yes | Yes |
| 2016 | Dally | Miles | Male | Yes | Yes |
| 2017 | Dally | Miles | Male | Yes | Yes |
| 2018 | Dally | Miles | Male | Yes | Yes |
| 2019 | Dally | Miles | Male | Yes | Yes |
| 2020 | Dally | Miles | Male | Yes | Yes |
| 2021 | Dally | Miles | Male | Yes | Yes |
| 2022 | Dally | Miles | Male | No | No |
| 2022 | Cruickshank | Paul | Male | No | No |
| 2023 | Cruickshank | Paul | Male | Yes | Yes |
| 2024 | Cruickshank | Paul | Male | No | No |

CEO Remuneration - USD:

| Financial Year: | Salary: | Benefits: | Cash Bonus | Other: | Total Annual: | LTI Payment: | Total Including LTI: |
|-----------------|---------|-----------|------------|--------|---------------|--------------|----------------------|
| 2014 | 594,118 | 64,031 | 172,131 | 0 | 830,280 | 205,207 | 1,035,487 |
| 2015 | 584,615 | 62,762 | 240,385 | 0 | 887,762 | 187,150 | 1,074,913 |
| 2016 | 490,915 | 57,153 | 563,390 | 0 | 1,111,458 | 0 | 1,111,458 |
| 2017 | 608,569 | 57,460 | 238,256 | 0 | 904,285 | 78,041 | 982,326 |
| 2018 | 593,048 | 60,463 | 577,598 | 0 | 1,231,110 | 346,980 | 1,578,090 |
| 2019 | 612,515 | 36,900 | 256,179 | 20,880 | 926,474 | 234,614 | 1,161,087 |
| 2020 | 503,147 | 136,962 | 33,221 | 11,540 | 684,870 | 0 | 684,870 |
| 2021 | 683,684 | 41,490 | 0 | 69,246 | 794,420 | 0 | 794,420 |
| 2022 | 520,671 | 28,680 | 1,995,632 | 37,164 | 2,582,146 | 0 | 2,582,146 |
| 2023 | 395,059 | 32,265 | 479,182 | 12,352 | 918,858 | 0 | 918,858 |
| 2024 | 426,008 | 34,753 | 523,196 | 13,107 | 997,063 | 0 | 997,063 |

Executive Director Remuneration - USD:

| Financial Year: | No. of EDs: | Total Salary: | Cash Bonus | Other: | Total Annual: |
|-----------------|-------------|---------------|------------|---------|---------------|
| 2014 | 2 | 880,328 | 1,220,733 | 440,164 | 610,366 |
| 2015 | 2 | 873,077 | 1,315,385 | 436,538 | 657,692 |
| 2016 | 2 | 744,881 | 1,659,051 | 372,441 | 829,525 |
| 2017 | 2 | 909,946 | 1,380,719 | 454,973 | 690,360 |
| 2018 | 2 | 892,416 | 1,848,034 | 446,208 | 924,017 |
| 2019 | 2 | 922,298 | 1,402,752 | 461,149 | 701,376 |
| 2020 | 2 | 758,422 | 1,042,604 | 379,211 | 521,302 |
| 2021 | 2 | 1,033,005 | 1,224,491 | 516,502 | 612,246 |
| 2022 | 3 | 839,273 | 3,202,445 | 279,758 | 1,067,482 |
| 2023 | 2 | 674,209 | 1,507,188 | 337,105 | 753,594 |
| 2024 | 2 | 725,839 | 1,579,921 | 362,919 | 789,960 |

Non-Executive Director Remuneration - USD:

| Financial Year: | No. of NEDs: | Total Fees: | Average Fees |
|-----------------|--------------|-------------|--------------|
| 2014 | 9 | 274,060 | 30,451 |
| 2015 | 9 | 296,853 | 32,984 |
| 2016 | 9 | 252,542 | 28,060 |
| 2017 | 9 | 305,662 | 33,962 |
| 2018 | 10 | 332,872 | 33,287 |
| 2019 | 11 | 393,510 | 35,774 |
| 2020 | 12 | 367,525 | 30,627 |
| 2021 | 12 | 475,732 | 39,644 |
| 2022 | 11 | 404,812 | 36,801 |
| 2023 | 11 | 355,074 | 32,279 |
| 2024 | 10 | 359,602 | 35,960 |

CEO Remuneration - ZAR:

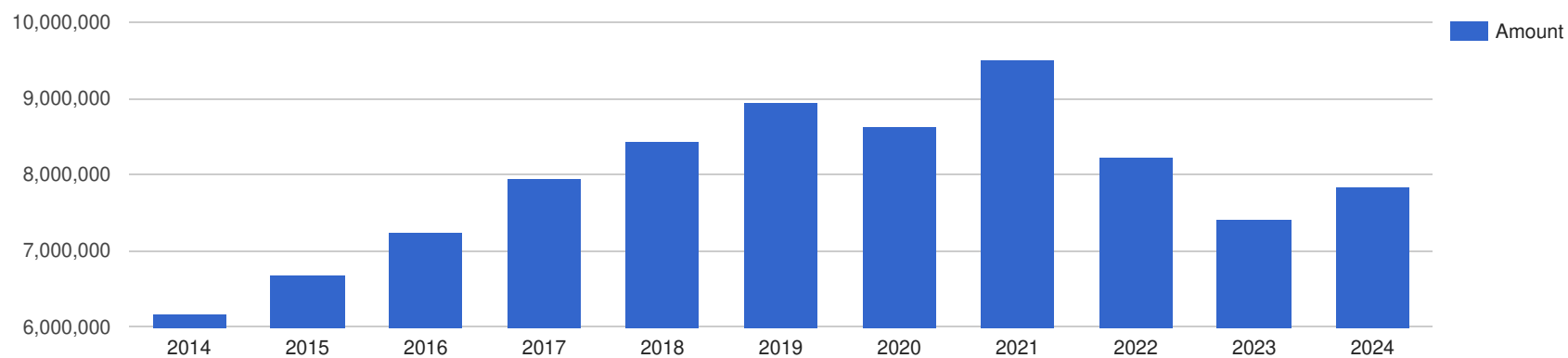
| Financial Year: | Salary: | Benefits: | Cash Bonus | Other | Total Annual | LTI Payment | Total Including LTI |
|-----------------|-----------|-----------|------------|---------|--------------|-------------|---------------------|
| 2014 | 6,161,000 | 664,000 | 1,785,000 | 0 | 8,610,000 | 2,128,000 | 10,738,000 |
| 2015 | 6,688,000 | 718,000 | 2,750,000 | 0 | 10,156,000 | 2,141,000 | 12,297,000 |
| 2016 | 7,241,000 | 843,000 | 8,310,000 | 0 | 16,394,000 | 0 | 16,394,000 |
| 2017 | 7,954,000 | 751,000 | 3,114,000 | 0 | 11,819,000 | 1,020,000 | 12,839,000 |
| 2018 | 8,445,000 | 861,000 | 8,225,000 | 0 | 17,531,000 | 4,941,000 | 22,472,000 |
| 2019 | 8,947,000 | 539,000 | 3,742,000 | 305,000 | 13,533,000 | 3,427,000 | 16,960,000 |
| 2020 | 8,633,000 | 2,350,000 | 570,000 | 198,000 | 11,751,000 | 0 | 11,751,000 |
| 2021 | 9,508,000 | 577,000 | 0 | 963,000 | 11,048,000 | 0 | 11,048,000 |
| 2022 | 8,224,000 | 453,000 | 31,521,000 | 587,000 | 40,785,000 | 0 | 40,785,000 |
| 2023 | 7,420,000 | 606,000 | 9,000,000 | 232,000 | 17,258,000 | 0 | 17,258,000 |
| 2024 | 7,833,000 | 639,000 | 9,620,000 | 241,000 | 18,333,000 | 0 | 18,333,000 |

Executive Director Remuneration - ZAR:

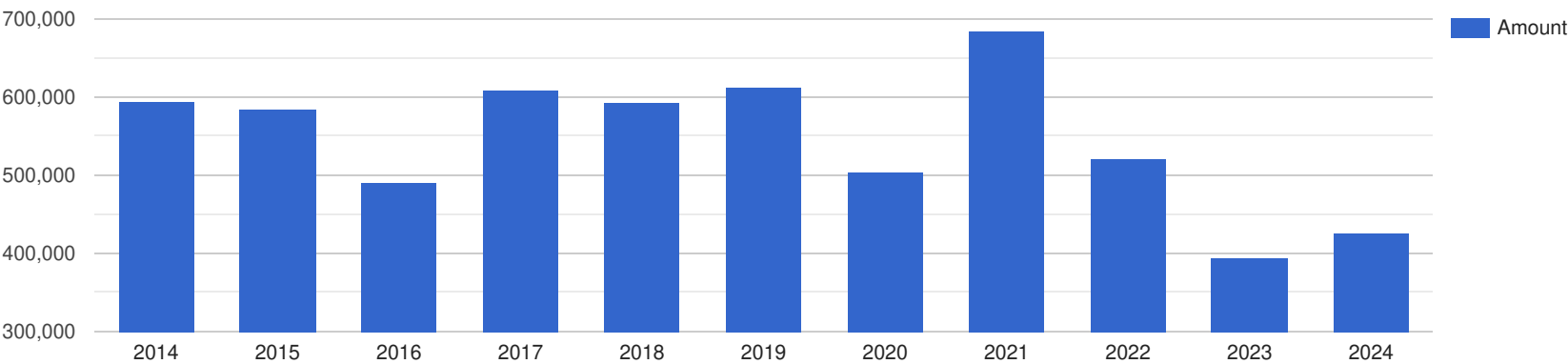
| Financial Year: | No. of EDs: | Total Salary: | Total Annual Remuneration | Average Salary | Average Remuneration |
|-----------------|-------------|---------------|---------------------------|----------------|----------------------|
| 2014 | 2 | 9,129,000 | 12,659,000 | 4,564,500 | 6,329,500 |
| 2015 | 2 | 9,988,000 | 15,048,000 | 4,994,000 | 7,524,000 |
| 2016 | 2 | 10,987,000 | 24,471,000 | 5,493,500 | 12,235,500 |
| 2017 | 2 | 11,893,000 | 18,046,000 | 5,946,500 | 9,023,000 |
| 2018 | 2 | 12,708,000 | 26,316,000 | 6,354,000 | 13,158,000 |
| 2019 | 2 | 13,472,000 | 20,490,000 | 6,736,000 | 10,245,000 |
| 2020 | 2 | 13,013,000 | 17,889,000 | 6,506,500 | 8,944,500 |
| 2021 | 2 | 14,366,000 | 17,029,000 | 7,183,000 | 8,514,500 |
| 2022 | 3 | 13,256,000 | 50,582,000 | 4,418,667 | 16,860,667 |
| 2023 | 2 | 12,663,000 | 28,308,000 | 6,331,500 | 14,154,000 |
| 2024 | 2 | 13,346,000 | 29,050,000 | 6,673,000 | 14,525,000 |

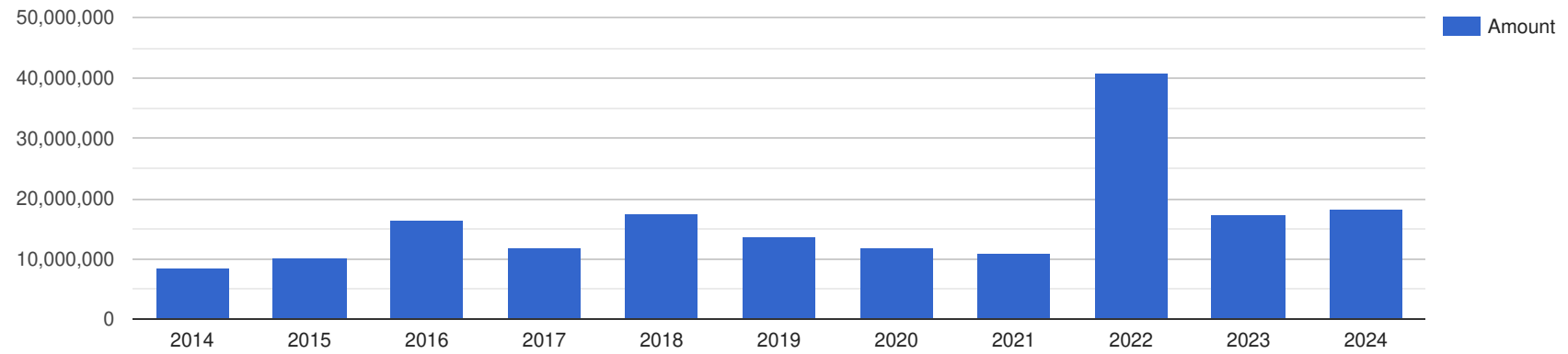
Company Directors Fee Changes

CEO Salary - ZAR

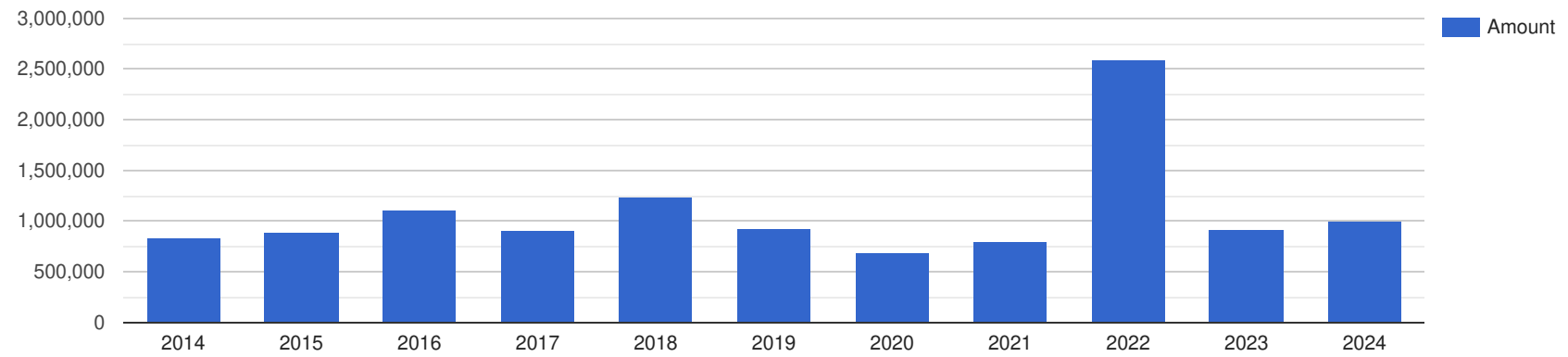


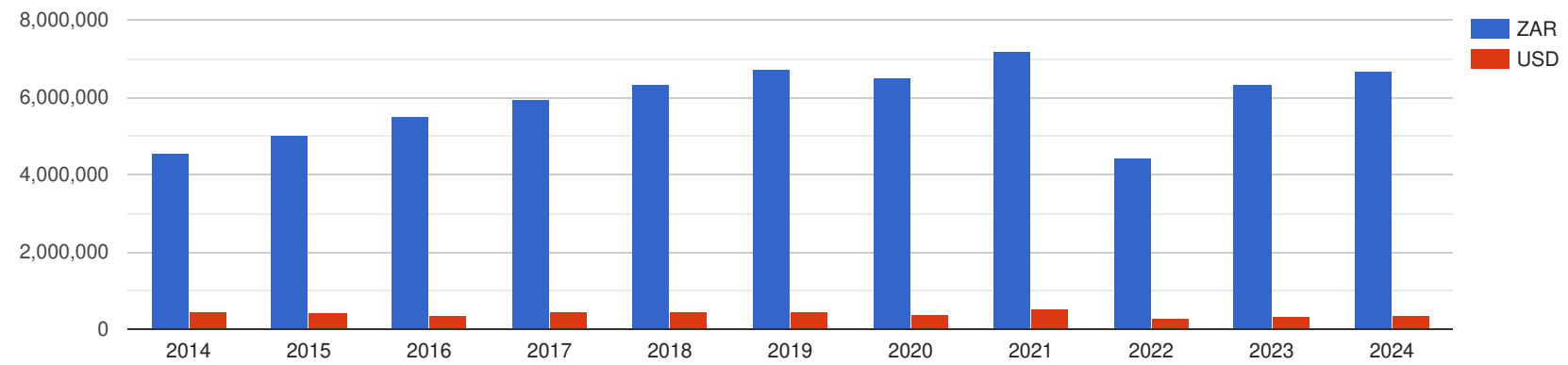
CEO Salary - USD



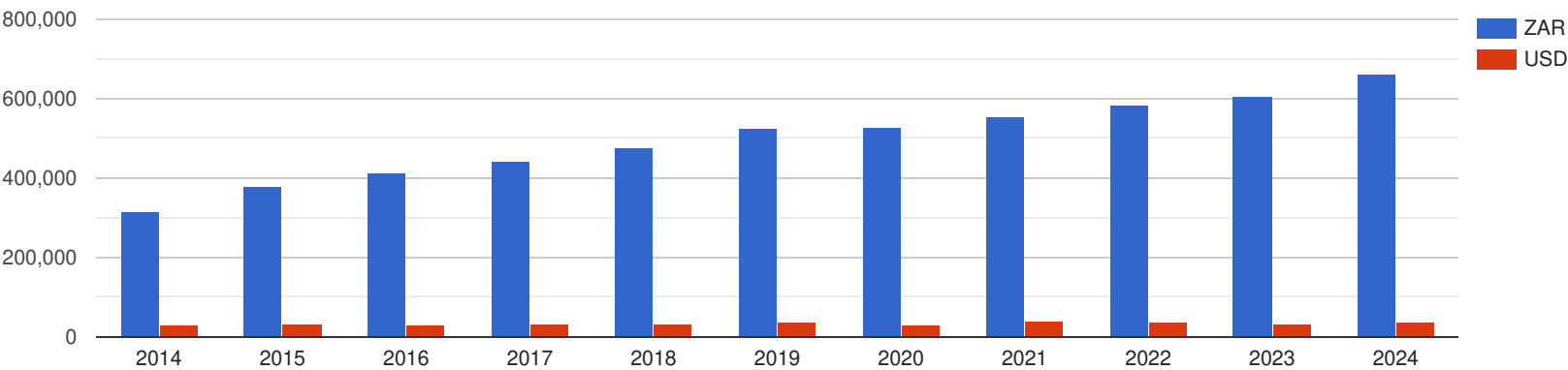
CEO Remuneration - ZAR

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 |
|-----------|----------------|-----------------|-----------------|
| 2013 | 0 | 0 | 13308 |
| 2014 | 0 | 0 | 4461 |
| 2015 | 0 | 0 | 20479 |
| 2016 | 20000 | 0 | 20000 |
| 2017 | 0 | 0 | 20111 |
| 2018 | 0 | 0 | 20581 |
| 2019 | 21000 | 0 | 0 |
| 2020 | 20823 | 0 | 20823 |
| 2021 | 21304 | 0 | 21304 |
| 2022 | 21711 | 0 | 21711 |
| 2023 | 16500 | 0 | 16500 |
| 2024 | 0 | 0 | 16320 |

Countries of Operation:

| Country of Operation: | Is This the Home Country? | Is There a Recognition Agreement? | Country notes |
|-----------------------|---------------------------|-----------------------------------|---|
| South Africa | Yes | No | The entire group employees 4 461 people according to 2014 annual report |
| Zambia | No | No | The entire group employees 4 461 people according to 2014 annual report |
| Swaziland | No | No | The entire group employees 4 461 people according to 2014 annual report |
| Botswana | No | No | The entire group employees 4 461 people according to 2014 annual report |

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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | No |
| Botswana | 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 |