

Notice of Compliance
(in terms of Regulation 12(13))

Case Number 27 / 1 / 2024

FORM BBEE 5

Date: 9 April 2024

To: Mr. Glenn Fullerton

Per e-mail: earl.chetty@nampak.com

Entity Name: Nampak Limited

Entity Registration Number: 1963/004547/06

1. On 26 January 2024, the **Nampak Limited** filed its compliance report in line with section 13G(2) of the B-BBEE Act.
2. The B-BBEE Commission assessed the entity's submitted compliance report and noted that the entity maintained a level 2 B-BBEE status compared to previous assessment. However, we noted a performance decline in the Ownership and the Enterprise and Supplier Development elements, whose performance dropped by 2.84 and 0.63 points respectively. The entity is encouraged to continuously monitor the implementation of the B-BBEE scorecard in order to ensure successful implementation of B-BBEE initiatives annually.
3. Further, Nampak Limited is advised to ensure racial balance at board of directors' level, as we noted that there are no Coloured people, at that strategic decision-making level of the company. In addition, please ensure that the Compliance Matrix is properly completed by using the age groupings, for example, 18 – 35 years, 36 – 55 years, 56 – 65 years and 66 and above.
4. Notwithstanding the above, the entity is commended for implementing the B-BBEE scorecard and consistently reporting on its B-BBEE compliance.

Name and Title of person signing on behalf of the Commission:

Ms. Rachel Malatji, Executive Manager Compliance

Authorised Signature:

