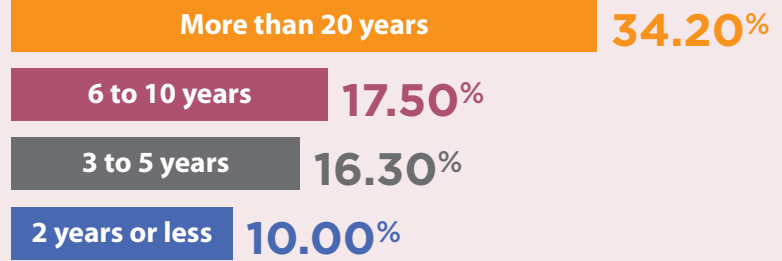


AIP 2021 SALARY SURVEY HIGHLIGHTS



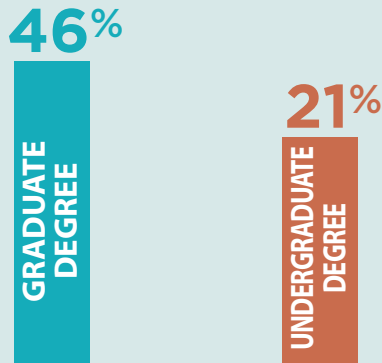
Experience

- 34.20% of the total respondents have more than 20 years' experience in the packaging industry. This is an indication of longevity in the industry and stable careers.
- There is an increasing amount of people in the industry that have up to 10 years' experience which shows that there is a continued opportunity for new comers to the industry to establish strong careers.



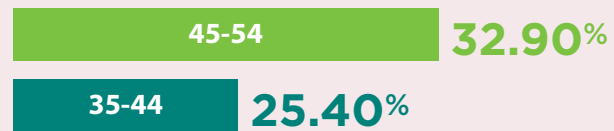
Education

- 46% of the total respondents have extremely high educational qualifications including Postgraduate Degrees.
- 21% of the total respondents have an Undergraduate Degree.



Age

- The average age of the respondents is 45 to 54 years of age. Followed by 25.40% within the 35 to 44 years of age.



Satisfaction with Job Security

- 41.30% of the total respondents are very secure with their job, while 27.50% are 'somewhat secure'.



Job Function

- 25.20% of the total respondents indicated that they work in Packaging Technology/Design.
- This was followed closely by Marketing/Sales at 24.40%.



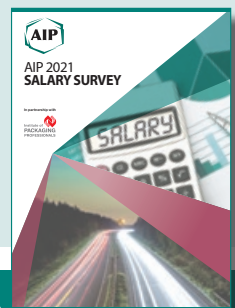
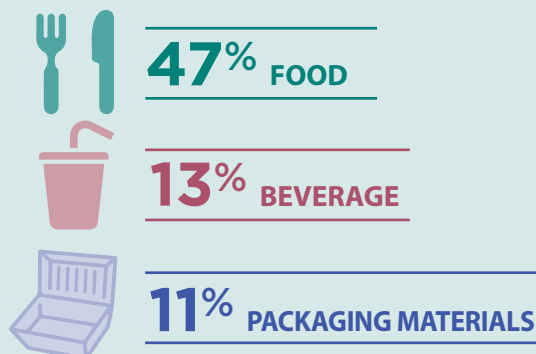
Career Satisfaction

What is the one thing that keeps you awake at night regarding job security?

- **The impact of COVID-19 on my job**
- **Lockdowns & current working conditions**
- **Redundancy/Job & Business Insecurity**
- **My company not moving towards 2025 National Packaging Targets**
- **Plastics Ban**
- **Negativity around packaging and plastics**
- **Lack of career progression**
- **High expectations and tight deadlines**

Industry/Products

- 47% of the total respondents work in Food followed by 13% in the Beverage industry.
- 11% indicated that they work in packaging materials.



IoPP 2021 SALARY SURVEY HIGHLIGHTS

In the IoPP version of the annual Salary Survey report they identified that:

- The average respondent is 44 years of age.
- 53% of all respondents work for end users of packaging machinery, materials and/or services (down 3% from 2020).
- 28% of all respondents work for a supplier of these products; a 5% increase from last year.
- 26% of all respondents report their company primarily does business in the Food industry; a 1% decrease from 2020.
- Years' of experience in the industry decreased from 14% to 13.4 years.
- About 89% of all respondents are college graduates. This is a 4% increase from 2020.
- 47% have an Undergraduate Degree, a 2% increase from 2020.
- Respondents with Master Degree have decreased by 1%.
- 20% of all respondents are Certified Packaging Professionals (CPP), a 1% increase from 2020.
- Engineering (24%), Research & Development (15%) and Marketing/Sales (12%) continue to be the top job functions among all respondents.
- 12% of respondents in Packaging Technology/Design (a new job function in 2021) are also a significant portion of overall respondents.
- 84% of all respondents reported no job change in 2020; up 1% from 2019.
- 12% voluntarily changed jobs (down 1% from last year).
- 76% of all respondents are 'very' or 'somewhat' secure with their job (up from 72% last year), while 9% are 'a little' or 'very' worried.