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	Private Bag X21	Gallo Manor	Johannesburg	2052	+27 (0)11 806 8700	groupcommunication@aeci.co.za	http://www.aeci.co.za	1924/01/01	2023/12/31	ZAR

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
IndustriALL	No	0

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Industrial	Johannesburg Stock Exchange (JSE)	Avi Ltd

Five Major Shareholders

23% Government Employees Pension Fund
10% PSG
6% Allan Gray
4% Vanguard Investment Management
0%

N/A

Company Performance Report

Company Performance in US Dollars - USD

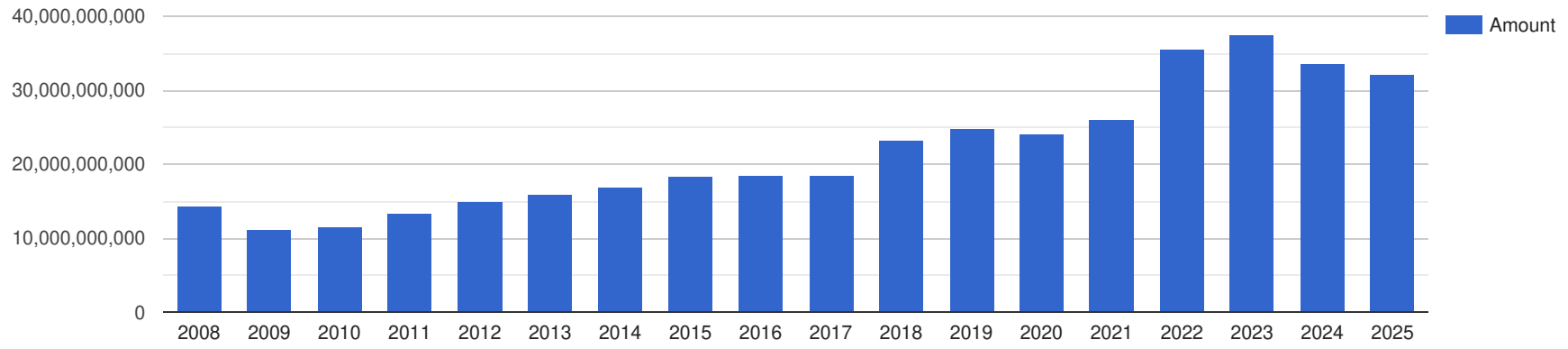
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	1,733,978,234	85,973,397	1,324,183,796	844,256,348
2009	1,324,407,583	66,706,161	1,188,151,659	707,345,972
2010	1,666,282,587	125,738,154	1,485,524,989	841,999,136
2011	1,855,540,166	158,448,753	1,725,346,260	1,003,185,596
2012	1,819,024,390	119,878,049	1,593,414,634	889,878,049
2013	1,660,625,000	131,979,167	1,499,270,833	782,916,667
2014	1,560,757,156	136,380,425	1,365,373,961	644,875,346
2015	1,445,611,285	117,006,270	1,394,514,107	685,893,417
2016	1,351,453,488	83,430,233	1,149,709,302	492,296,512
2017	1,355,979,457	103,595,011	1,171,753,485	485,326,486
2018	1,608,305,740	107,339,956	45,805,740	17,384,106
2019	1,718,453,330	127,364,701	1,603,007,415	834,938,674
2020	1,616,549,671	44,451,596	1,585,037,982	859,933,892
2021	1,639,729,114	116,561,560	1,521,719,975	792,329,091
2022	2,061,862,241	101,925,517	1,647,148,809	962,121,256
2023	2,008,195,580	112,298,297	1,496,346,691	831,714,281
2024	1,842,298,624	57,684,926	1,493,721,555	831,880,243
2025	1,914,389,897	72,273,676	1,451,540,946	761,461,177

Company Performance in South African Rand - ZAR

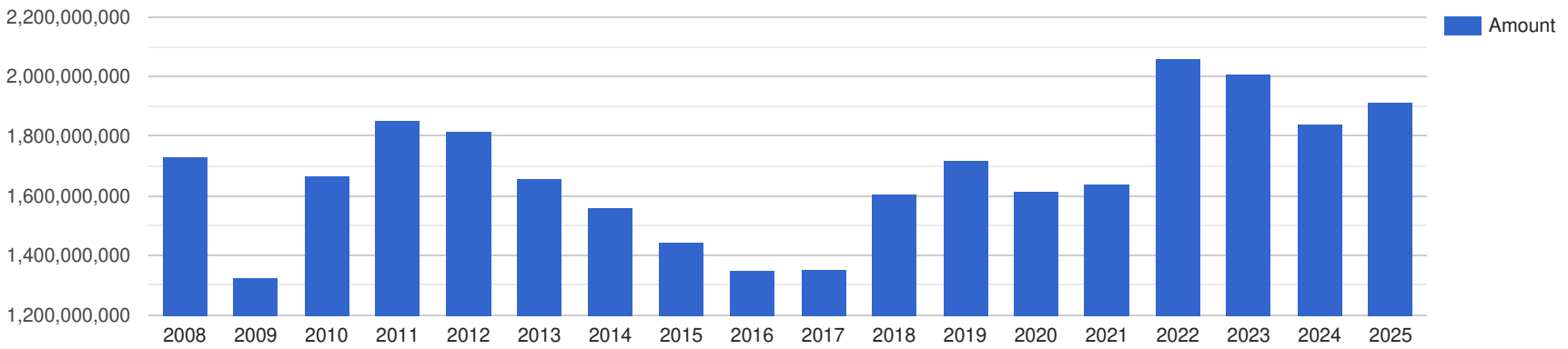
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	14,340,000,000	711,000,000	10,951,000,000	6,982,000,000
2009	11,178,000,000	563,000,000	10,028,000,000	5,970,000,000
2010	11,569,000,000	873,000,000	10,314,000,000	5,846,000,000
2011	13,397,000,000	1,144,000,000	12,457,000,000	7,243,000,000
2012	14,916,000,000	983,000,000	13,066,000,000	7,297,000,000
2013	15,942,000,000	1,267,000,000	14,393,000,000	7,516,000,000
2014	16,903,000,000	1,477,000,000	14,787,000,000	6,984,000,000
2015	18,446,000,000	1,493,000,000	17,794,000,000	8,752,000,000
2016	18,596,000,000	1,148,000,000	15,820,000,000	6,774,000,000
2017	18,482,000,000	1,412,000,000	15,971,000,000	6,615,000,000
2018	23,314,000,000	1,556,000,000	664,000,000	252,000,000
2019	24,799,000,000	1,838,000,000	23,133,000,000	12,049,000,000
2020	24,111,000,000	663,000,000	23,641,000,000	12,826,000,000
2021	26,053,000,000	1,852,000,000	24,178,000,000	12,589,000,000
2022	35,583,000,000	1,759,000,000	28,426,000,000	16,604,000,000
2023	37,500,000,000	2,097,000,000	27,942,000,000	15,531,000,000
2024	33,598,000,000	1,052,000,000	27,241,000,000	15,171,000,000
2025	32,183,000,000	1,215,000,000	24,402,000,000	12,801,000,000

Company Performance Changes Report

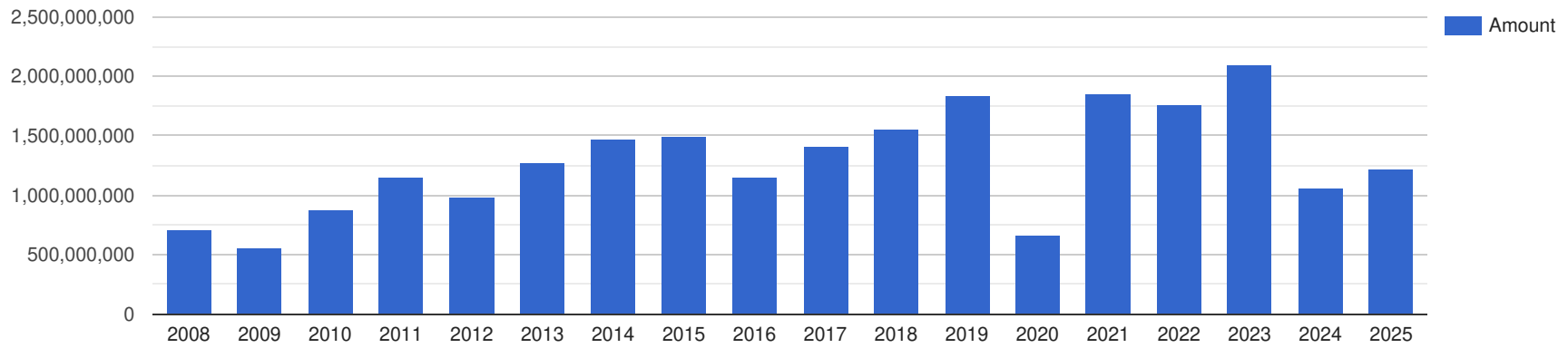
Company Revenue - ZAR



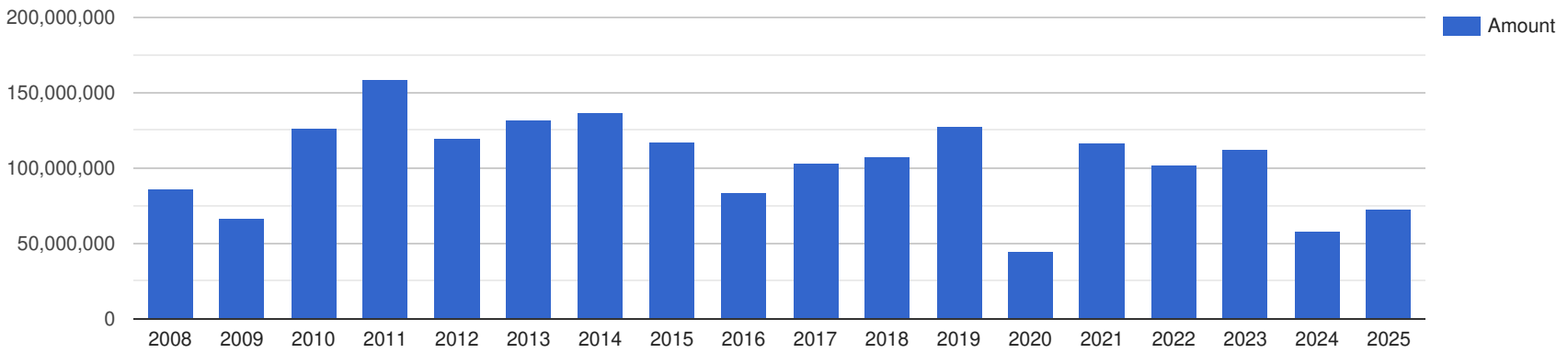
Company Revenue - USD



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?:
2008	Edwards	Graham	Male	Yes	No
2008	Engelbrecht	Schalk	Male	No	No
2009	Edwards	Graham	Male	Yes	Yes
2010	Edwards	Graham	Male	Yes	Yes
2011	Edwards	Graham	Male	Yes	Yes
2012	Edwards	Graham	Male	Yes	Yes
2013	Edwards	Graham	Male	No	No
2013	Dytor	Mark	Female	No	No
2014	Dytor	Mark	Female	Yes	Yes
2015	Dytor	Mark	Female	Yes	Yes
2016	Dytor	Mark	Female	Yes	Yes
2017	Dytor	Mark	Female	Yes	Yes
2018	Dytor	Mark	Female	Yes	Yes
2019	Dytor	Mark	Female	Yes	Yes
2020	Dytor	Mark	Female	Yes	Yes
2021	Dytor	Mark	Female	Yes	Yes
2022	Dytor	Mark	Female	No	No
2023	Dytor	Mark	Female	No	No
2023	Riemensperger	Holger	Male	No	No
2024	Riemensperger	Holger	Male	No	No
2025	Riemensperger	Holger	Male	No	No

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	337,001	174,728	212,455	0	724,184	0	724,184
2009	297,483	86,344	0	0	383,827	0	383,827
2010	404,148	115,512	390,033	0	909,693	0	909,693
2011	415,789	116,343	517,452	0	1,049,584	0	1,049,584
2012	396,341	52,683	380,976	56,220	886,220	120,122	1,006,341
2013	397,500	135,938	402,188	89,167	1,024,792	0	1,024,792
2014	312,096	93,813	124,192	0	530,102	132,779	662,881
2015	304,624	118,574	259,718	0	682,915	207,994	890,909
2016	299,419	69,259	297,965	262,355	928,997	170,349	1,099,346
2017	321,937	153,485	381,365	257,153	1,113,940	0	1,113,940
2018	340,991	77,194	344,578	12,693	775,455	191,501	966,956
2019	386,460	85,302	287,298	14,829	773,890	106,022	879,911
2020	411,331	113,510	195,374	15,823	736,038	180,624	916,661
2021	401,536	90,818	125,496	13,909	631,758	6,860	638,618
2022	384,517	77,935	420,848	22,251	905,551	0	905,551
2023	367,000	33,203	569,003	331,441	1,300,648	18,797	1,319,445
2024	561,112	56,204	133,520	337,281	1,088,118	0	1,088,118
2025	584,736	97,317	435,489	320,683	1,438,225	479,210	1,917,435

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	5	805,683	1,987,787	161,137	397,557
2009	3	793,172	1,643,789	264,391	547,930
2010	3	813,625	1,799,222	271,208	599,741
2011	2	758,172	1,925,762	379,086	962,881
2012	2	720,122	1,615,244	360,061	807,622
2013	3	698,958	1,728,958	232,986	576,319
2014	2	606,002	1,068,698	303,001	534,349
2015	2	576,489	1,247,962	288,245	623,981
2016	2	566,715	2,022,166	283,358	1,011,083
2017	2	609,318	2,000,073	304,659	1,000,037
2018	2	627,414	1,415,218	313,707	707,609
2019	2	694,269	1,378,352	347,135	689,176
2020	2	725,511	1,298,156	362,756	649,078
2021	2	708,289	1,117,062	354,144	558,531
2022	3	858,500	2,387,704	286,167	795,901
2023	4	726,718	2,950,088	181,679	737,522
2024	2	841,421	1,813,840	420,711	906,920
2025	2	998,453	2,299,863	499,227	1,149,932

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	7	251,995	35,999
2009	7	284,666	40,667
2010	7	420,567	60,081
2011	9	555,263	61,696
2012	9	565,976	62,886
2013	8	556,771	69,596
2014	9	450,416	50,046
2015	9	443,495	49,277
2016	11	498,038	45,276
2017	10	474,468	47,447
2018	8	423,289	52,911
2019	9	486,591	54,066
2020	10	641,971	64,197
2021	9	632,639	70,293
2022	10	818,345	81,835
2023	9	1,063,728	118,192
2024	9	1,032,352	114,706
2025	11	1,229,731	111,794

CEO Remuneration - ZAR:

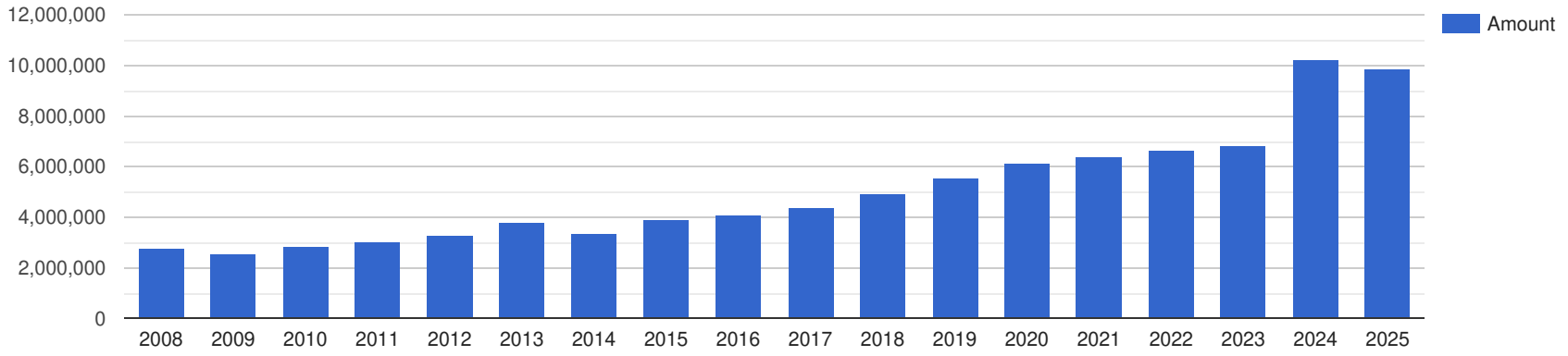
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	2,787,000	1,445,000	1,757,000	0	5,989,000	0	5,989,000
2009	2,553,000	741,000	0	0	3,294,000	0	3,294,000
2010	2,806,000	802,000	2,708,000	0	6,316,000	0	6,316,000
2011	3,002,000	840,000	3,736,000	0	7,578,000	0	7,578,000
2012	3,250,000	432,000	3,124,000	461,000	7,267,000	985,000	8,252,000
2013	3,816,000	1,305,000	3,861,000	856,000	9,838,000	0	9,838,000
2014	3,380,000	1,016,000	1,345,000	0	5,741,000	1,438,000	7,179,000
2015	3,887,000	1,513,000	3,314,000	0	8,714,000	2,654,000	11,368,000
2016	4,120,000	953,000	4,100,000	3,610,000	12,783,000	2,344,000	15,127,000
2017	4,388,000	2,092,000	5,198,000	3,505,000	15,183,000	0	15,183,000
2018	4,943,000	1,119,000	4,995,000	184,000	11,241,000	2,776,000	14,017,000
2019	5,577,000	1,231,000	4,146,000	214,000	11,168,000	1,530,000	12,698,000
2020	6,135,000	1,693,000	2,914,000	236,000	10,978,000	2,694,000	13,672,000
2021	6,380,000	1,443,000	1,994,000	221,000	10,038,000	109,000	10,147,000
2022	6,636,000	1,345,000	7,263,000	384,000	15,628,000	0	15,628,000
2023	6,853,000	620,000	10,625,000	6,189,000	24,287,000	351,000	24,638,000
2024	10,233,000	1,025,000	2,435,000	6,151,000	19,844,000	0	19,844,000
2025	9,830,000	1,636,000	7,321,000	5,391,000	24,178,000	8,056,000	32,234,000

Executive Director Remuneration - ZAR:

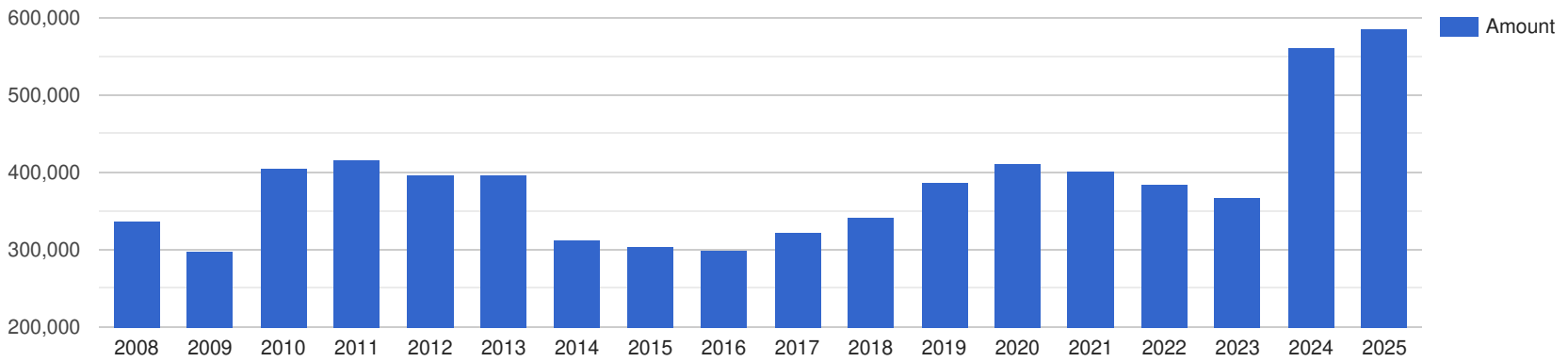
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	5	6,663,000	16,439,000	1,332,600	3,287,800
2009	3	6,807,000	14,107,000	2,269,000	4,702,333
2010	3	5,649,000	12,492,000	1,883,000	4,164,000
2011	2	5,474,000	13,904,000	2,737,000	6,952,000
2012	2	5,905,000	13,245,000	2,952,500	6,622,500
2013	3	6,710,000	16,598,000	2,236,667	5,532,667
2014	2	6,563,000	11,574,000	3,281,500	5,787,000
2015	2	7,356,000	15,924,000	3,678,000	7,962,000
2016	2	7,798,000	27,825,000	3,899,000	13,912,500
2017	2	8,305,000	27,261,000	4,152,500	13,630,500
2018	2	9,095,000	20,515,000	4,547,500	10,257,500
2019	2	10,019,000	19,891,000	5,009,500	9,945,500
2020	2	10,821,000	19,362,000	5,410,500	9,681,000
2021	2	11,254,000	17,749,000	5,627,000	8,874,500
2022	3	14,816,000	41,207,000	4,938,667	13,735,667
2023	4	13,570,000	55,087,000	3,392,500	13,771,750
2024	2	15,345,000	33,079,000	7,672,500	16,539,500
2025	2	16,785,000	38,663,000	8,392,500	19,331,500

Company Directors Fee Changes

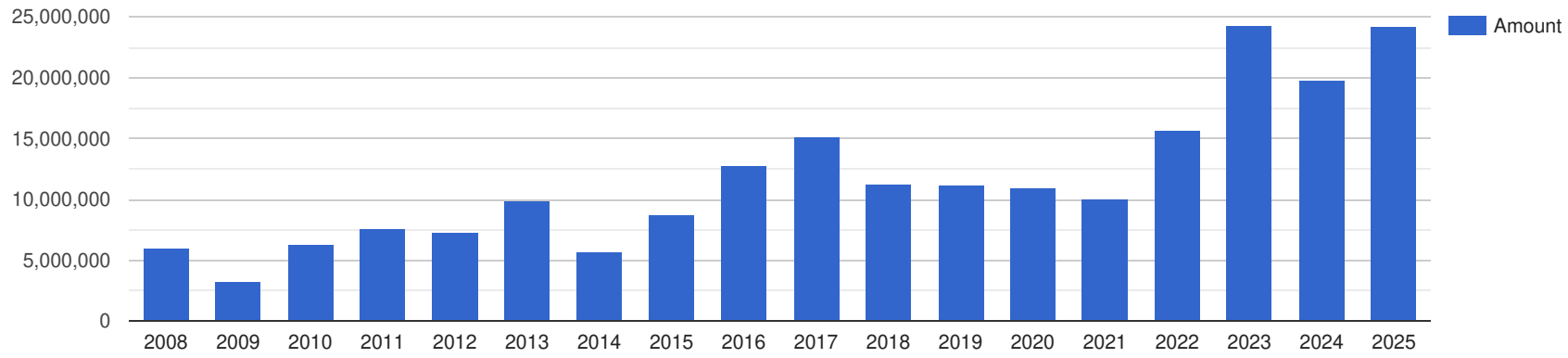
CEO Salary - ZAR



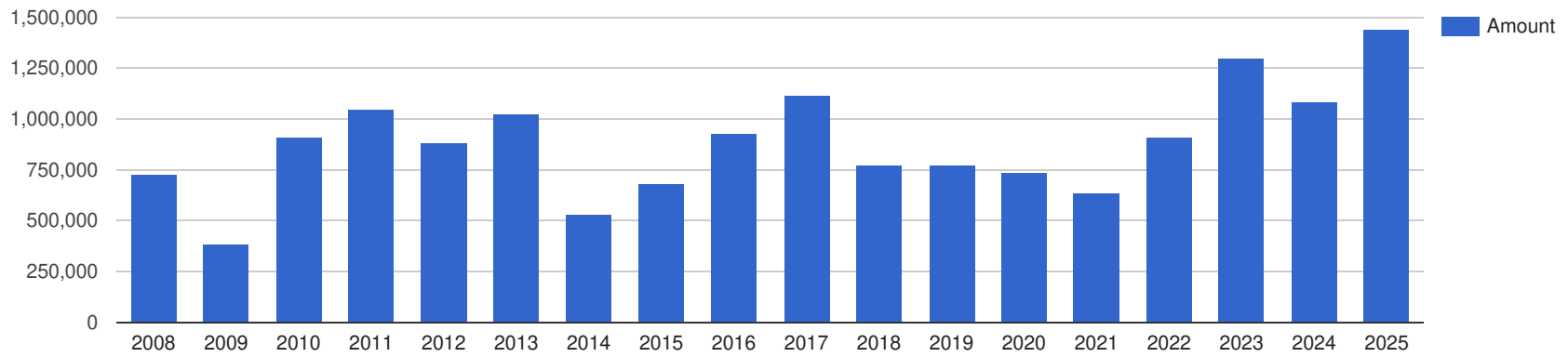
CEO Salary - USD



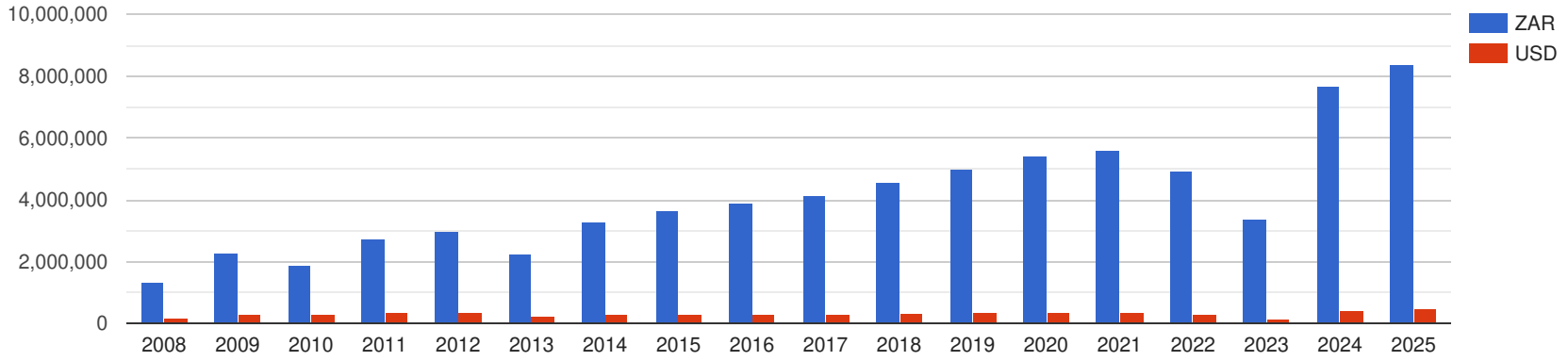
CEO Remuneration - ZAR



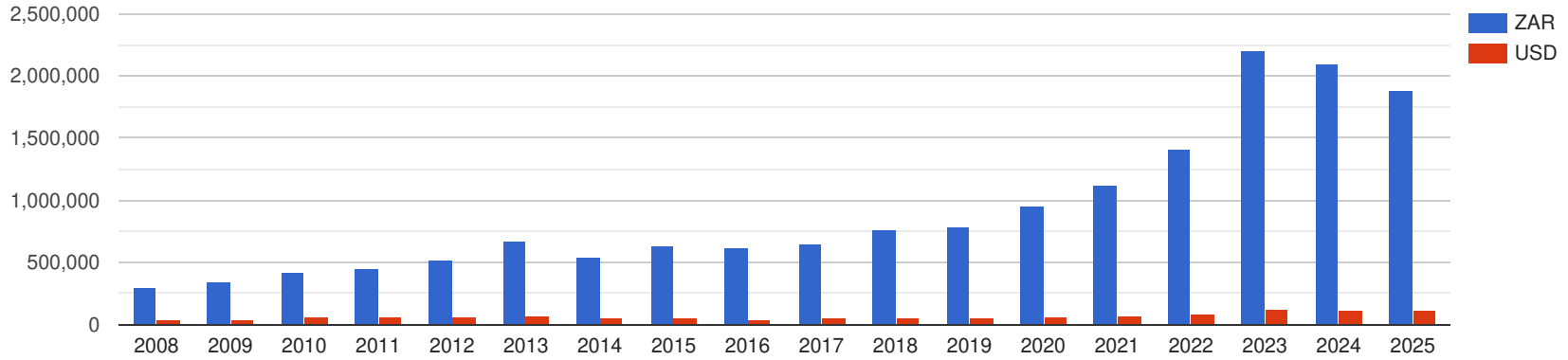
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	6460
2009	0	0	6459
2010	0	0	6821
2011	0	0	7141
2012	0	0	6895
2013	0	0	6279
2014	0	0	6443
2015	0	0	6246
2016	0	0	6630
2017	0	0	6630
2018	8038	0	8038
2019	7506	0	7506
2020	6807	0	6807
2021	7030	0	7030
2022	7168	0	7168
2023	7235	0	7235
2024	0	0	6938
2025	0	0	5459

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	No	No	Africa, AEL has production facilities and offices throughout Africa and in selected international regions in South East Asia, South America and Europe.
Botswana	No	No	0
Burkina Faso	No	No	0
Congo, Democratic Republic	No	No	0
Egypt	No	No	0
Ghana	No	No	0
Guinea	No	No	0
Indonesia	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	0	0	6443	CEPPWAWU, GIWUSA, NETU, SACWU and Solidarity.	45.000	0	0	No
Botswana	2014	0	0	0	0	0	59.000	0	0	No
Burkina Faso	2014	0	0	0	0	0	59.000	0	0	No
Congo, Democratic Republic	2014	0	0	0	0	0	59.000	0	0	No
Egypt	2014	0	0	0	0	0	0	0	0	No
Ghana	2014	0	0	0	0	0	0	0	0	No
Guinea	2014	0	0	0	0	0	59.000	0	0	No
Indonesia	2014	0	0	0	0	0	59.000	0	0	No