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	1 New Road, Midrand	Private Bag X69, Bryanston	Johannesburg	2021	+27 11 6350000	info@adcock.com	www.adcock.com	2007/01/01	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:
Health		0

Five Major Shareholders

56%	BB Investment Company Proprietary Limited
9%	Government Employees Pension Fund
0%	N/A
0%	N/A
0%	

N/A

Company Performance Report

Company Performance in US Dollars - USD

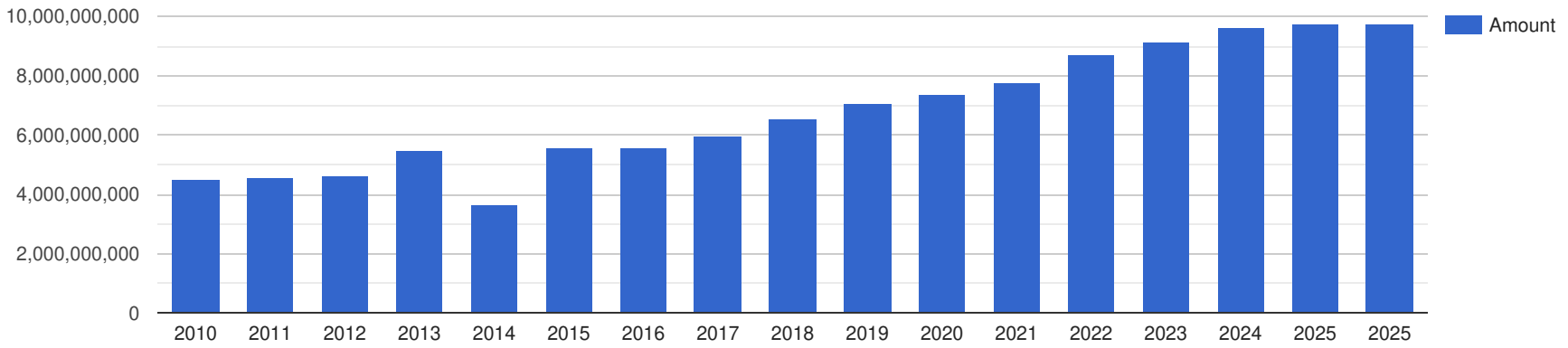
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2010	605,448,187	128,961,610	638,569,798	226,040,939
2011	655,236,272	161,716,908	756,569,364	290,763,006
2012	577,662,438	110,365,796	657,000,746	214,128,234
2013	589,546,559	91,194,409	733,207,204	326,662,366
2014	347,071,497	-96,851,001	515,332,888	242,932,602
2015	485,920,105	29,706,294	477,093,706	204,635,315
2016	376,942,102	37,283,458	379,430,983	158,780,339
2017	455,830,145	55,458,607	425,629,151	158,222,571
2018	459,070,020	62,615,907	438,634,933	164,787,773
2019	485,319,231	66,164,647	427,931,334	133,675,567
2020	428,175,990	54,203,278	418,570,563	154,055,240
2021	559,216,349	65,139,537	506,260,867	169,508,942
2022	551,175,499	69,768,534	499,472,111	167,397,214
2023	486,191,967	64,186,792	439,908,318	153,048,705
2024	524,446,620	61,184,533	454,397,128	160,004,351
2025	546,751,365	63,963,645	489,352,771	162,577,374
2025	546,751,365	63,963,645	489,352,771	162,577,374

Company Performance in South African Rand - ZAR

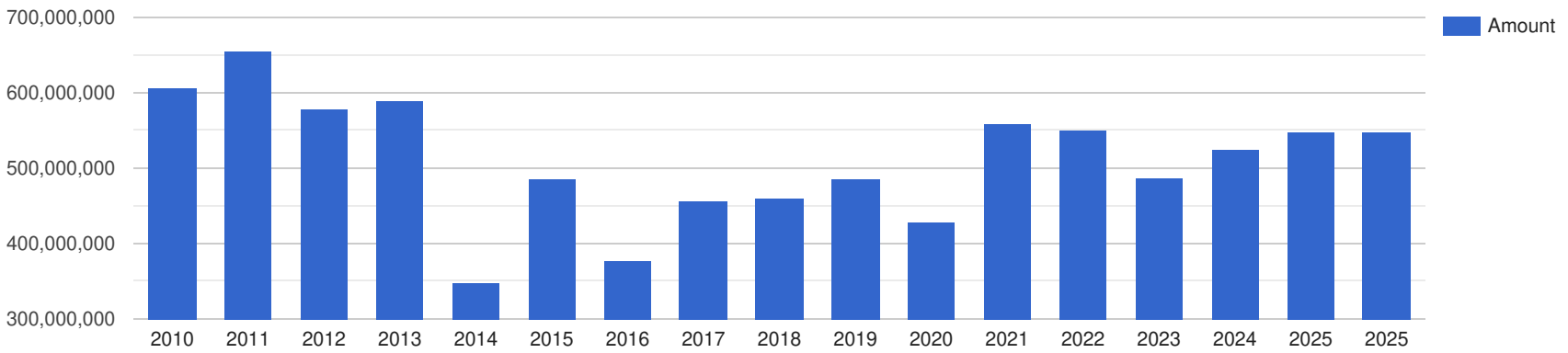
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2010	4,510,589,000	960,764,000	4,757,345,000	1,684,005,000
2011	4,534,235,000	1,119,081,000	5,235,460,000	2,012,080,000
2012	4,644,406,000	887,341,000	5,282,286,000	1,721,591,000
2013	5,482,783,000	848,108,000	6,818,827,000	3,037,960,000
2014	3,640,780,000	-1,015,967,000	5,405,842,000	2,548,363,000
2015	5,558,926,000	339,840,000	5,457,952,000	2,341,028,000
2016	5,559,896,000	549,931,000	5,596,607,000	2,342,010,000
2017	5,957,700,000	724,844,000	5,562,973,000	2,067,969,000
2018	6,562,865,000	895,157,000	6,270,725,000	2,355,806,000
2019	7,089,058,000	966,467,000	6,250,793,000	1,952,599,000
2020	7,346,558,000	930,009,000	7,181,750,000	2,643,249,000
2021	7,776,854,000	905,876,000	7,040,418,000	2,357,310,000
2022	8,705,817,000	1,101,994,000	7,889,162,000	2,644,039,000
2023	9,131,852,000	1,205,582,000	8,262,534,000	2,874,622,000
2024	9,643,000,000	1,125,000,000	8,355,000,000	2,942,000,000
2025	9,760,332,000	1,141,847,000	8,735,681,000	2,902,250,000
2025	9,760,332,000	1,141,847,000	8,735,681,000	2,902,250,000

Company Performance Changes Report

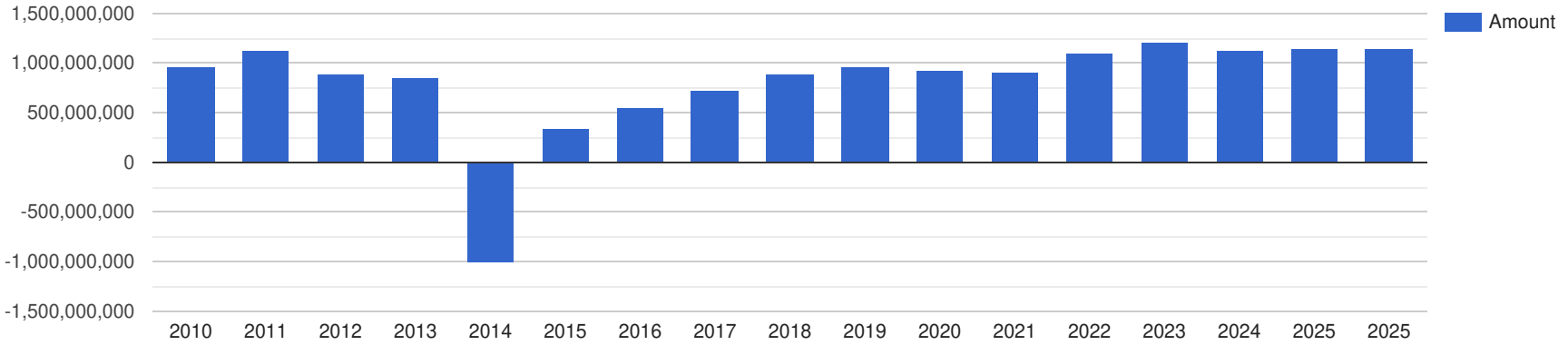
Company Revenue - ZAR



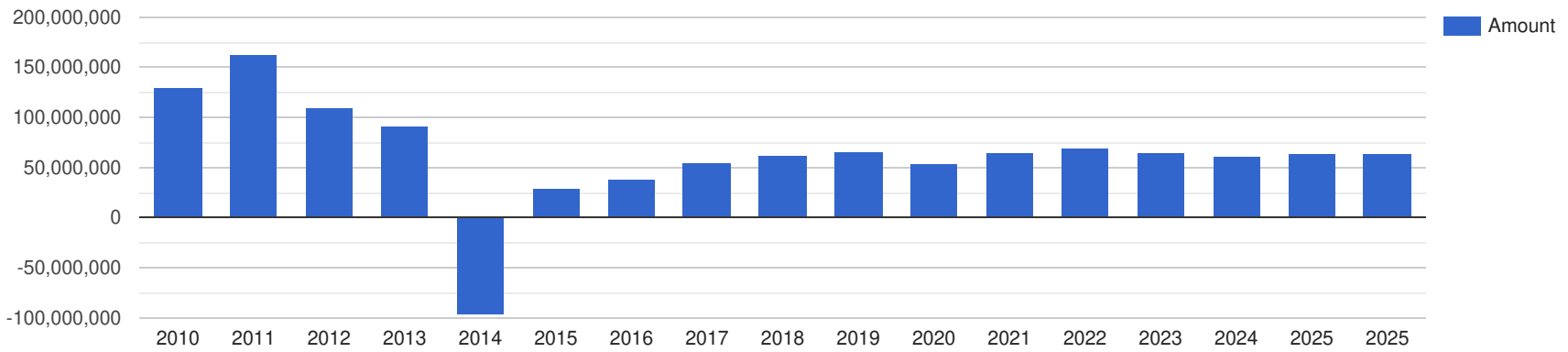
Company Revenue - USD



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?:
2010	Louw	Jonathan J	Male	Yes	Yes
2011	Louw	Jonathan J	Male	Yes	Yes
2012	Louw	Jonathan J	Male	Yes	Yes
2013	Louw	Jonathan J	Male	Yes	Yes
2014	Wakeford	Kevin	Male	No	No
2014	Louw	Jonathan J	Male	No	No
2015	Wakeford	Kevin	Male	Yes	Yes
2016	Hall	Andy G	Male	No	No
2016	Wakeford	Kevin	Male	No	No
2017	Hall	Andy G	Male	Yes	Yes
2018	Hall	Andy G	Male	Yes	Yes
2019	Hall	Andy G	Male	Yes	Yes
2020	Hall	Andy G	Male	Yes	Yes
2022	Wakeford	Kevin	Male	Yes	Yes
2023	Hall	Andy G	Male	Yes	Yes
2024	Hall	Andy G	Male	Yes	Yes
2025	Hall	Andy G	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	391,812	71,275	368,591	0	831,678	0	831,678
2011	450,000	88,295	412,779	0	951,074	226,734	1,177,808
2012	410,075	81,095	0	0	491,169	1,161,985	1,653,154
2013	385,699	70,753	228,253	0	684,704	0	684,704
2014	258,534	45,516	0	532,902	836,952	921,559	1,758,511
2015	305,245	47,640	0	174,825	527,710	0	527,710
2016	365,831	43,661	18,915	155,932	584,339	7,700	592,039
2017	342,234	24,407	0	229,533	596,174	66,728	662,902
2018	333,450	24,482	244,824	5,465	608,221	220,621	828,842
2019	343,465	23,961	304,648	0	672,075	0	672,075
2020	291,992	20,399	47,441	0	359,832	0	359,832
2022	28,680	0	0	0	28,680	0	28,680
2023	381,110	18,635	493,771	0	893,515	0	893,515
2024	397,476	19,036	504,406	0	920,918	1,008,539	1,929,457
2025	427,963	23,303	449,137	0	900,403	0	900,403

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	2	695,436	1,507,114	347,718	753,557
2011	2	826,590	1,698,557	413,295	849,279
2012	2	753,109	887,687	376,555	443,843
2013	2	697,097	1,237,462	348,548	618,731
2014	3	474,156	1,264,594	158,052	421,531
2015	2	579,196	1,014,073	289,598	507,037
2016	3	424,475	733,492	141,492	244,497
2017	3	716,144	1,274,560	238,715	424,853
2018	3	731,323	1,363,817	243,774	454,606
2019	3	757,993	1,400,493	252,664	466,831
2020	3	644,889	809,710	214,963	269,903
2022	4	858,500	1,963,786	214,625	490,947
2023	3	790,757	1,760,835	263,586	586,945
2024	3	823,494	1,815,920	274,498	605,307
2025	3	888,528	1,791,116	296,176	597,039

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	7	385,081	55,012
2011	7	459,393	65,628
2012	9	437,388	48,599
2013	10	566,357	56,636
2014	13	356,509	27,424
2015	10	389,773	38,977
2016	11	306,237	27,840
2017	13	366,718	28,209
2018	12	393,537	32,795
2019	11	380,639	34,604
2020	10	283,133	28,313
2022	7	329,345	47,049
2023	10	340,912	34,091
2024	8	317,737	39,717
2025	8	364,105	45,513

CEO Remuneration - ZAR:

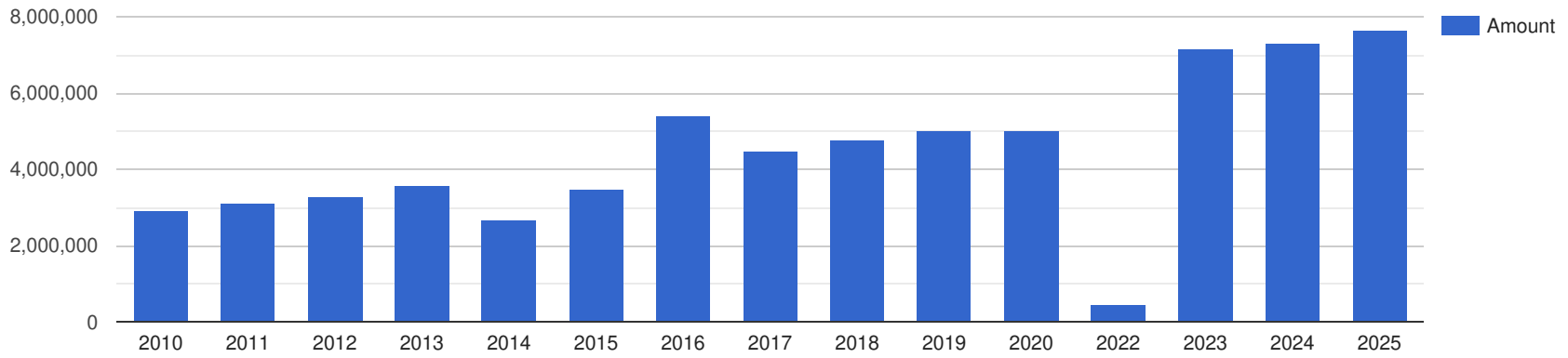
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	2,919,000	531,000	2,746,000	0	6,196,000	0	6,196,000
2011	3,114,000	611,000	2,856,433	0	6,581,433	1,569,000	8,150,433
2012	3,297,000	652,000	0	0	3,949,000	9,342,362	13,291,362
2013	3,587,000	658,000	2,122,750	0	6,367,750	0	6,367,750
2014	2,681,000	472,000	0	5,526,190	8,679,190	9,556,571	18,235,761
2015	3,492,000	545,000	0	2,000,000	6,037,000	0	6,037,000
2016	5,396,000	644,000	279,000	2,300,000	8,619,000	113,581	8,732,581
2017	4,473,000	319,000	0	3,000,000	7,792,000	872,131	8,664,131
2018	4,767,000	350,000	3,500,000	78,125	8,695,125	3,154,000	11,849,125
2019	5,017,000	350,000	4,450,000	0	9,817,000	0	9,817,000
2020	5,010,000	350,000	814,000	0	6,174,000	0	6,174,000
2022	453,000	0	0	0	453,000	0	453,000
2023	7,158,000	350,000	9,274,000	0	16,782,000	0	16,782,000
2024	7,308,000	350,000	9,274,000	0	16,932,000	18,543,000	35,475,000
2025	7,640,000	416,000	8,018,000	0	16,074,000	0	16,074,000

Executive Director Remuneration - ZAR:

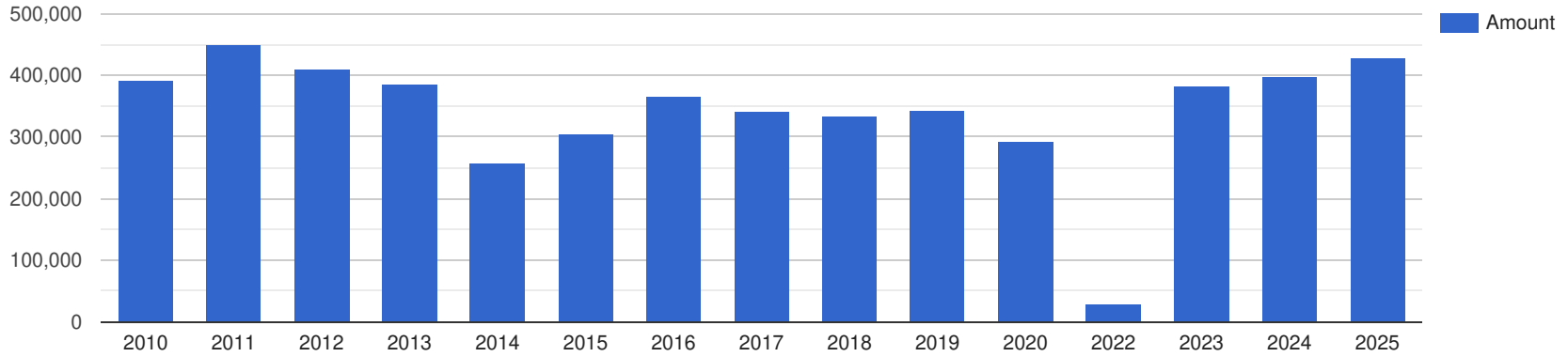
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	2	5,181,000	11,228,000	2,590,500	5,614,000
2011	2	5,720,000	11,754,017	2,860,000	5,877,009
2012	2	6,055,000	7,137,000	3,027,500	3,568,500
2013	2	6,483,000	11,508,400	3,241,500	5,754,200
2014	3	4,917,000	13,113,840	1,639,000	4,371,280
2015	2	6,626,000	11,601,000	3,313,000	5,800,500
2016	3	6,261,000	10,819,000	2,087,000	3,606,333
2017	3	9,360,000	16,658,500	3,120,000	5,552,833
2018	3	10,455,000	19,497,134	3,485,000	6,499,045
2019	3	11,072,000	20,457,000	3,690,667	6,819,000
2020	3	11,065,000	13,893,000	3,688,333	4,631,000
2022	4	13,560,000	31,018,000	3,390,000	7,754,500
2023	3	14,852,000	33,072,000	4,950,667	11,024,000
2024	3	15,141,000	33,388,000	5,047,000	11,129,333
2025	3	15,862,000	31,975,000	5,287,333	10,658,333

Company Directors Fee Changes

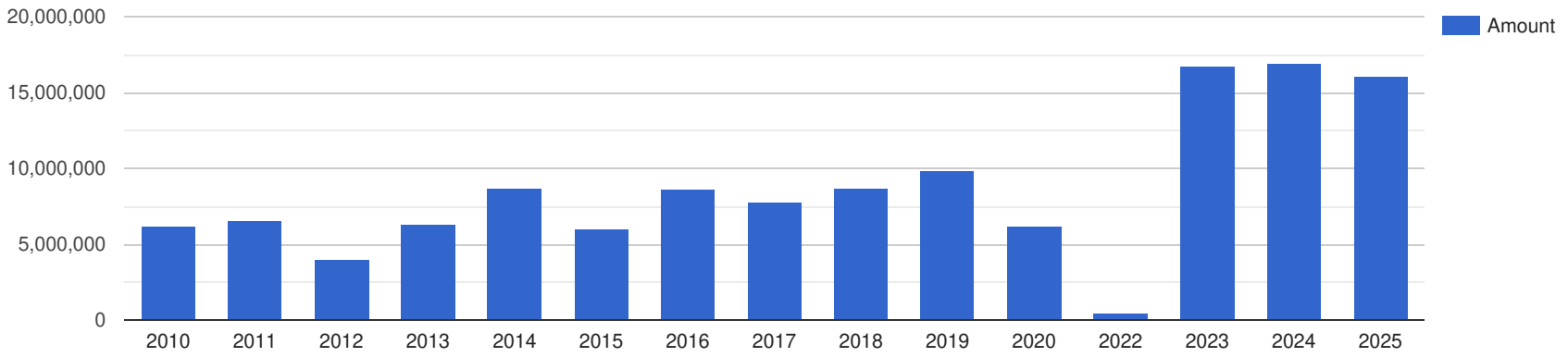
CEO Salary - ZAR



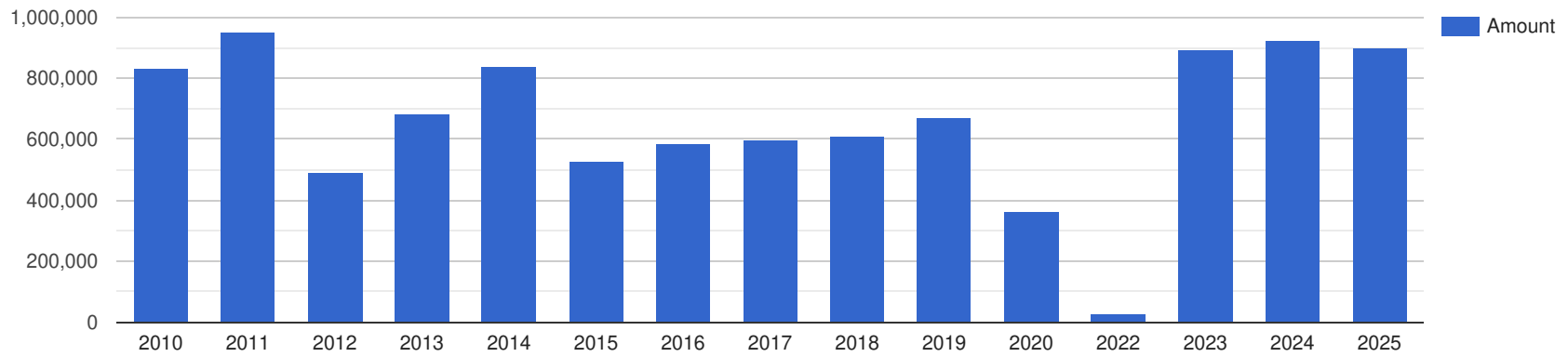
CEO Salary - USD



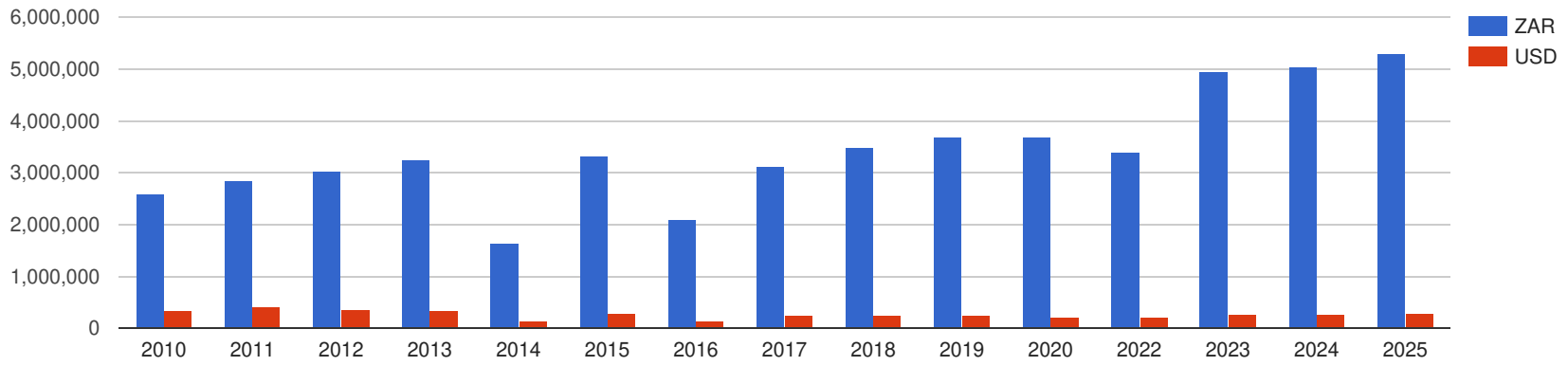
CEO Remuneration - ZAR



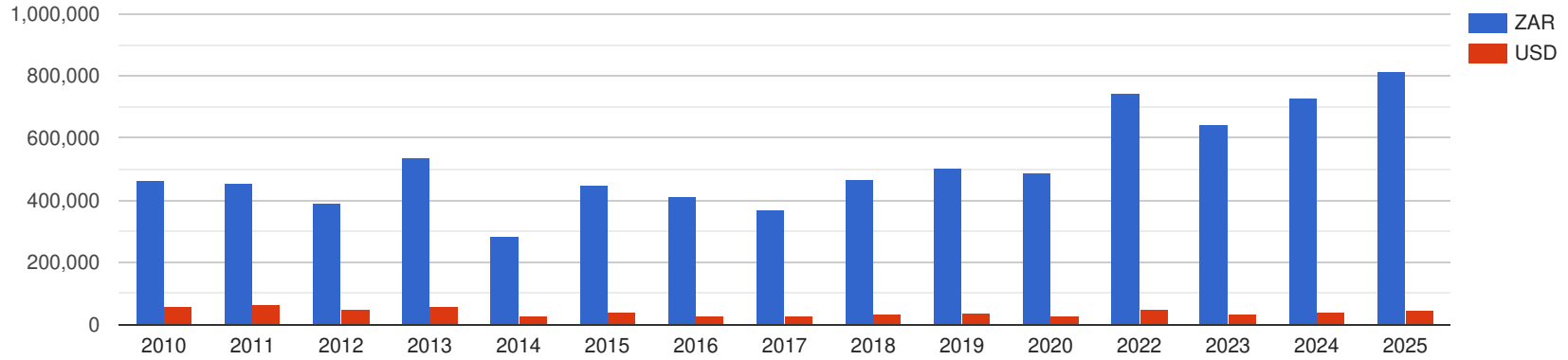
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2010	0	0	2760
2011	0	0	3310
2012	0	0	3172
2013	0	0	4841
2014	0	0	4293
2015	2141	233	2374
2016	2234	171	2405
2017	2218	147	2365
2018	2610	0	2610
2019	2614	0	0
2020	2388	0	2388
2021	2223	0	2223
2022	2314	0	2314
2023	2316	0	2316
2024	2436	346	2782
2025	0	0	2430
2025	0	0	2430

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	0
Kenya	No	No	0
Ghana	No	No	0
Zimbabwe	No	No	0
India	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	2260	0	0	0	0.410	0	0	No
Ghana	2014	0	0	0	502	0	0	0	0	No
India	2014	0	1330	0	0	0	0	0	0	No
Kenya	2014	0	24	0	0	0	0	0	0	No
Zimbabwe	2014	0	172	0	0	0	0.650	0	0	No