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 70635	Bryanston	Johannesburg	2021	+27 11 244 5300	info@adcorp.co.za	http://www.adcorp.co.za	1978/01/01	2023/02/28	ZAR

GUF Information

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

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Education,Bus Training & Employment	Johannesburg Stock Exchange (JSE)	Kelly Group

Five Major Shareholders

11%
H4 Collective Investments (RF) (Pty) Ltd

8%
Allan Gray (Pty) Ltd

7%
PSG Asset Management (Pty) Ltd

6%
Kagiso

5%
Sentinel Mining Industry Retirement Funds

Company Performance Report

Company Performance in US Dollars - USD

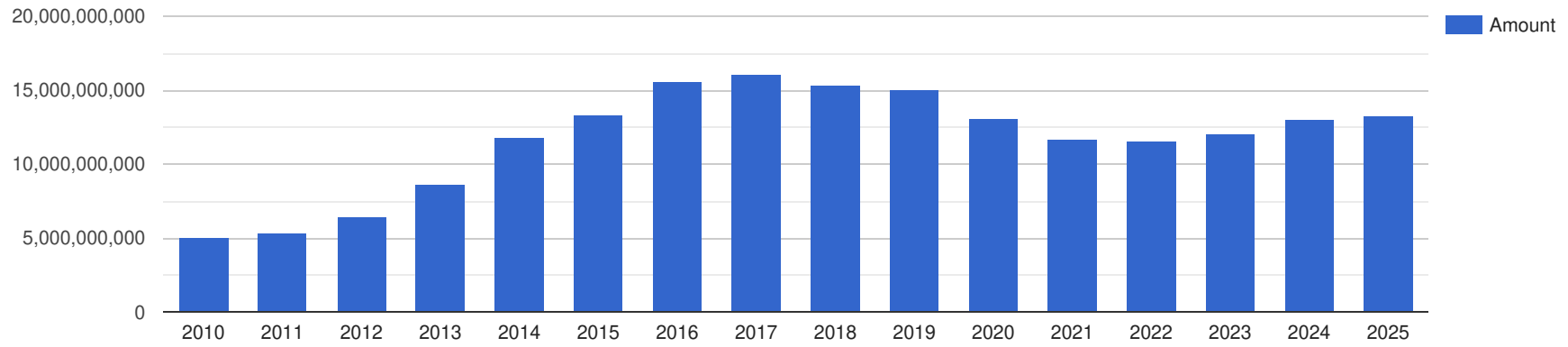
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2010	663,298,923	15,220,646	219,568,689	100,322,169
2011	745,784,765	27,061,080	266,852,216	126,504,432
2012	871,537,178	31,596,201	385,405,563	189,884,939
2013	1,029,491,278	27,769,415	493,177,539	226,482,796
2014	1,183,792,879	25,690,371	470,617,452	250,437,813
2015	1,216,657,352	30,180,731	488,093,881	262,976,804
2016	983,328,139	28,212,050	349,028,139	106,266,625
2017	1,230,700,689	8,202,221	439,821,746	263,559,342
2018	1,303,179,507	-33,363,946	385,271,939	248,997,364
2019	1,091,693,406	21,587,029	315,880,362	177,802,536
2020	869,704,157	-34,919,446	266,892,179	188,585,786
2021	793,401,679	1,879,808	238,141,725	243,347,779
2022	755,393,216	8,881,898	210,004,068	113,387,770
2023	674,131,302	6,630,729	176,893,187	91,028,965
2024	682,911,152	4,729,090	164,269,437	87,483,272
2025	717,318,485	7,440,145	177,108,329	25,670,731

Company Performance in South African Rand - ZAR

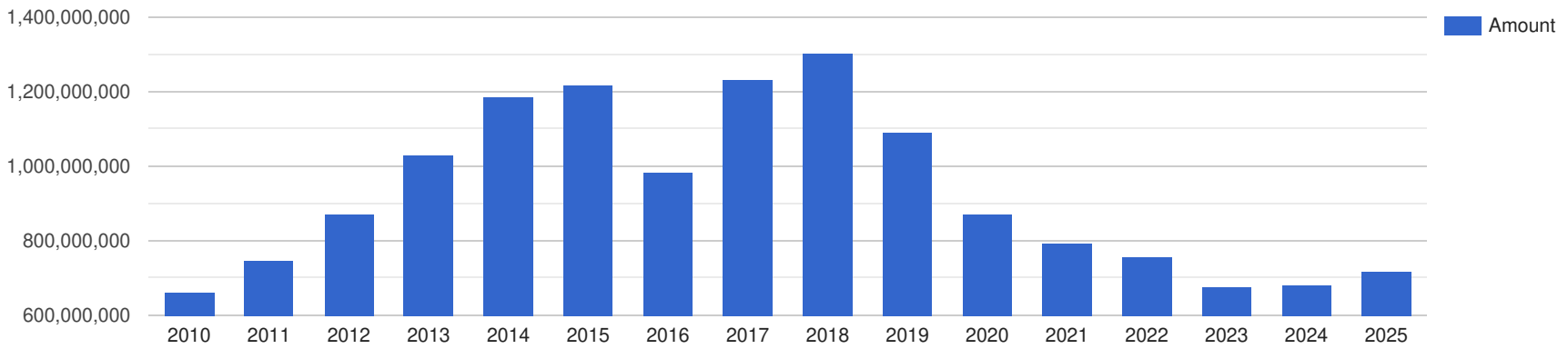
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2010	5,050,358,000	115,890,000	1,671,796,000	763,853,000
2011	5,384,566,000	195,381,000	1,926,673,000	913,362,000
2012	6,423,229,000	232,864,000	2,840,439,000	1,399,452,000
2013	8,616,842,000	232,430,000	4,127,896,000	1,895,661,000
2014	11,802,415,000	256,133,000	4,692,056,000	2,496,865,000
2015	13,322,398,000	330,479,000	5,344,628,000	2,879,596,000
2016	15,585,751,000	447,161,000	5,532,096,000	1,684,326,000
2017	16,072,951,000	107,121,000	5,744,072,000	3,442,085,000
2018	15,325,391,000	-392,360,000	4,530,798,000	2,928,209,000
2019	15,065,369,000	297,901,000	4,359,149,000	2,453,675,000
2020	13,058,347,000	-524,305,000	4,007,306,000	2,831,559,000
2021	11,716,956,000	27,761,000	3,516,877,000	3,593,760,000
2022	11,512,948,000	135,369,000	3,200,672,000	1,728,143,000
2023	12,048,951,000	118,513,000	3,161,665,000	1,626,988,000
2024	12,982,141,000	89,900,000	3,122,762,000	1,663,057,000
2025	13,236,678,000	137,293,000	3,268,180,000	473,702,000

Company Performance Changes Report

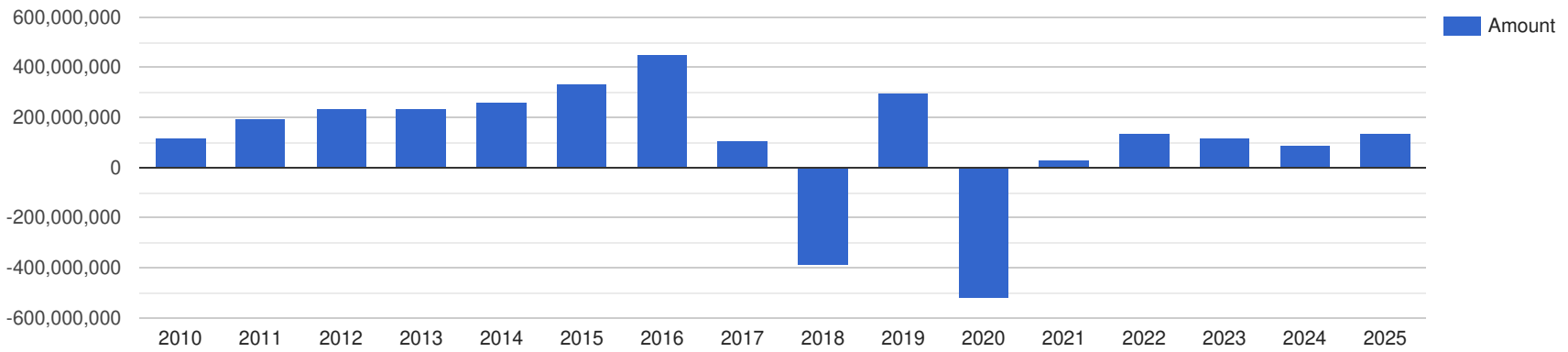
Company Revenue - ZAR



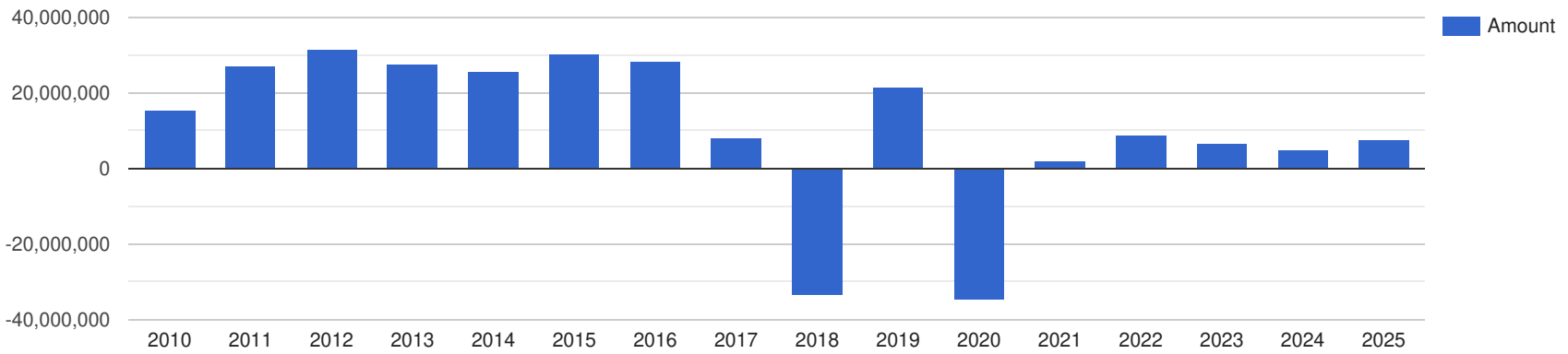
Company Revenue - USD



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	Pike	Richard L	Male	Yes	Yes
2011	Pike	Richard L	Male	Yes	Yes
2012	Pike	Richard L	Male	Yes	Yes
2013	Pike	Richard L	Male	Yes	Yes
2014	Pike	Richard L	Male	Yes	Yes
2015	Pike	Richard L	Male	Yes	Yes
2016	Pike	Richard L	Male	Yes	Yes
2017	Pike	Richard L	Male	Yes	Yes
2018	Pike	Richard L	Male	No	No
2018	Dutiro	Innocent	Male	No	No
2019	Dutiro	Innocent	Male	Yes	Yes
2020	Dutiro	Innocent	Male	Yes	Yes
2021	Roux	Phil	Male	No	No
2022	Roux	Phil	Male	No	No
2022	Wentzel	John	Male	Yes	Yes
2023	Wentzel	John	Male	Yes	Yes
2024	Wentzel	John	Male	Yes	Yes
2025	Wentzel	John	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	270,064	104,558	335,741	0	710,364	0	710,364
2011	310,388	99,169	318,421	0	727,978	0	727,978
2012	327,815	98,372	346,947	0	773,134	948,575	1,721,710
2013	308,005	109,797	457,706	0	875,508	1,008,961	1,884,468
2014	304,112	101,103	440,522	0	845,737	980,441	1,826,179
2015	298,082	96,712	875,799	0	1,270,594	1,875,890	3,146,484
2016	221,325	53,943	254,511	16,593	546,372	936,909	1,483,281
2017	291,884	16,922	0	60,260	369,066	0	369,066
2018	397,789	517,772	155,867	0	1,071,429	1,039,286	2,110,714
2019	351,159	69,348	403,986	0	824,493	0	824,493
2020	226,707	45,288	148,984	776,623	1,197,602	0	1,197,602
2021	345,612	23,835	954,767	0	1,324,215	0	1,324,215
2022	587,040	78,446	399,449	30,009	1,094,945	0	1,094,945
2023	284,004	67,476	223,801	0	575,281	0	575,281
2024	292,109	56,549	157,812	0	506,470	0	506,470
2025	317,293	61,670	342,438	0	721,400	253,671	975,072

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	5	869,171	2,033,495	173,834	406,699
2011	4	972,299	1,928,116	243,075	482,029
2012	4	1,040,027	2,254,681	260,007	563,670
2013	4	996,057	2,330,108	249,014	582,527
2014	5	973,922	2,335,707	194,784	467,141
2015	5	1,104,658	3,604,932	220,932	720,986
2016	5	1,039,180	2,182,397	207,836	436,479
2017	5	1,317,458	2,158,499	263,492	431,700
2018	6	1,504,592	3,023,299	250,765	503,883
2019	2	583,696	1,234,710	291,848	617,355
2020	2	472,794	1,551,715	236,397	775,857
2021	3	541,576	1,751,625	180,525	583,875
2022	4	759,447	1,391,260	189,862	347,815
2023	2	443,015	858,054	221,507	429,027
2024	2	450,026	768,543	225,013	384,271
2025	2	487,021	1,062,050	243,511	531,025

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	7	371,864	53,123
2011	8	187,396	23,425
2012	9	154,953	17,217
2013	8	173,955	21,744
2014	8	194,864	24,358
2015	8	214,338	26,792
2016	8	212,240	26,530
2017	10	321,057	32,106
2018	14	503,146	35,939
2019	10	359,420	35,942
2020	14	435,698	31,121
2021	14	418,659	29,904
2022	11	369,398	33,582
2023	11	250,434	22,767
2024	10	247,141	24,714
2025	8	260,554	32,569

CEO Remuneration - ZAR:

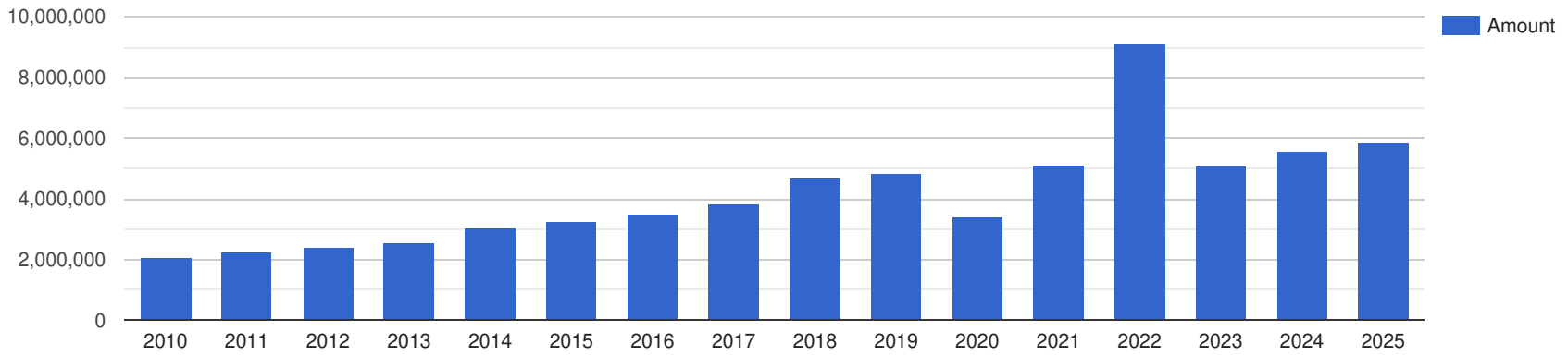
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	2,056,000	796,000	2,556,000	0	5,408,000	0	5,408,000
2011	2,241,000	716,000	2,299,000	0	5,256,000	0	5,256,000
2012	2,416,000	725,000	2,557,000	0	5,698,000	6,991,000	12,689,000
2013	2,578,000	919,000	3,831,000	0	7,328,000	8,445,000	15,773,000
2014	3,032,000	1,008,000	4,392,000	0	8,432,000	9,775,000	18,207,000
2015	3,264,000	1,059,000	9,590,000	0	13,913,000	20,541,000	34,454,000
2016	3,508,000	855,000	4,034,000	263,000	8,660,000	14,850,000	23,510,000
2017	3,812,000	221,000	0	787,000	4,820,000	0	4,820,000
2018	4,678,000	6,089,000	1,833,000	0	12,600,000	12,222,000	24,822,000
2019	4,846,000	957,000	5,575,000	0	11,378,000	0	11,378,000
2020	3,404,000	680,000	2,237,000	11,661,000	17,982,000	0	17,982,000
2021	5,104,000	352,000	14,100,000	0	19,556,000	0	19,556,000
2022	9,112,000	1,197,000	6,088,000	474,000	16,871,000	0	16,871,000
2023	5,076,000	1,206,000	4,000,000	0	10,282,000	0	10,282,000
2024	5,553,000	1,075,000	3,000,000	0	9,628,000	0	9,628,000
2025	5,855,000	1,138,000	6,319,000	0	13,312,000	4,681,000	17,993,000

Executive Director Remuneration - ZAR:

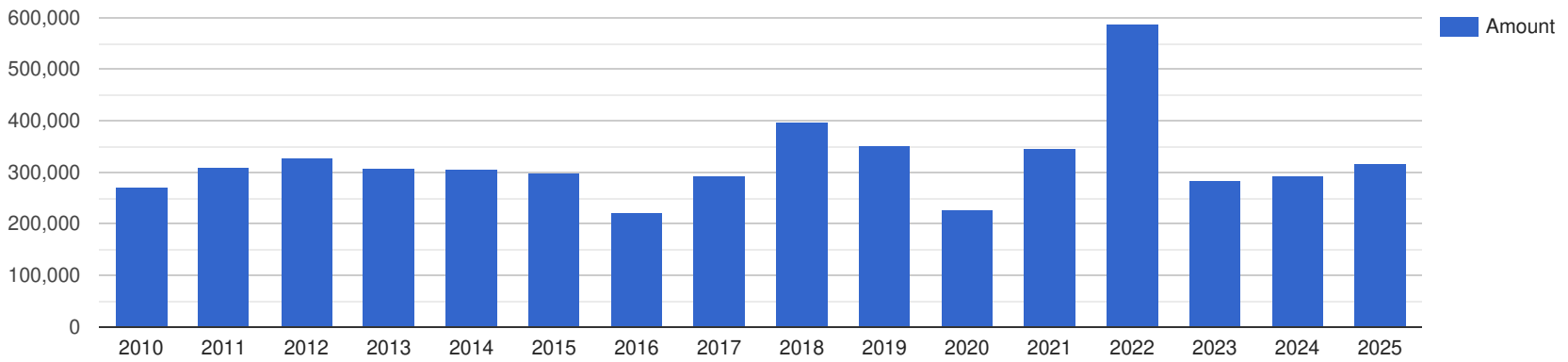
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	5	6,617,000	15,481,000	1,323,400	3,096,200
2011	4	7,020,000	13,921,000	1,755,000	3,480,250
2012	4	7,665,000	16,617,000	1,916,250	4,154,250
2013	4	8,337,000	19,503,000	2,084,250	4,875,750
2014	5	9,710,000	23,287,000	1,942,000	4,657,400
2015	5	12,096,000	39,474,000	2,419,200	7,894,800
2016	5	16,471,000	34,591,000	3,294,200	6,918,200
2017	5	17,206,000	28,190,000	3,441,200	5,638,000
2018	6	17,694,000	35,554,000	2,949,000	5,925,667
2019	2	8,055,000	17,039,000	4,027,500	8,519,500
2020	2	7,099,000	23,299,000	3,549,500	11,649,500
2021	3	7,998,000	25,868,000	2,666,000	8,622,667
2022	4	11,835,000	21,551,000	2,958,750	5,387,750
2023	2	7,918,000	15,336,000	3,959,000	7,668,000
2024	2	8,555,000	14,610,000	4,277,500	7,305,000
2025	2	8,987,000	19,598,000	4,493,500	9,799,000

Company Directors Fee Changes

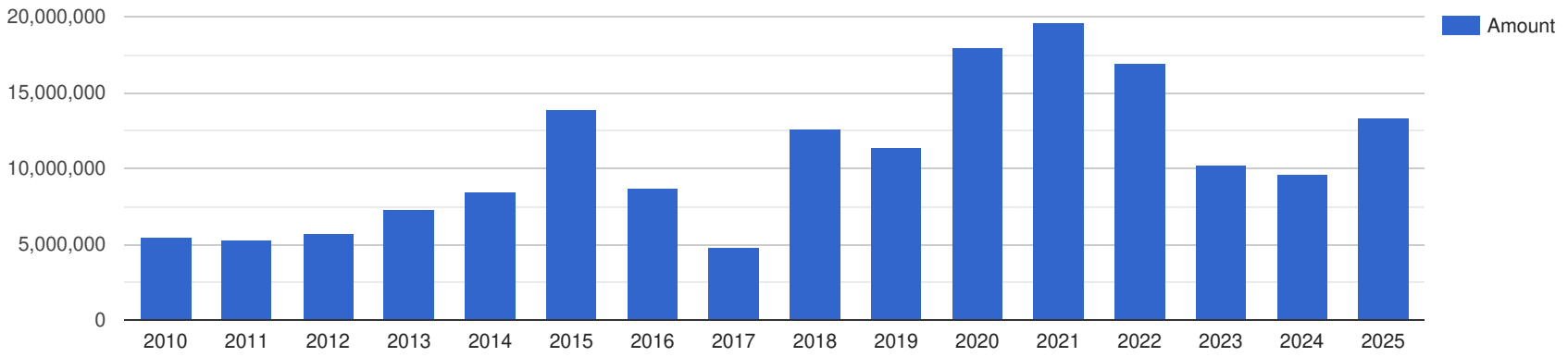
CEO Salary - ZAR



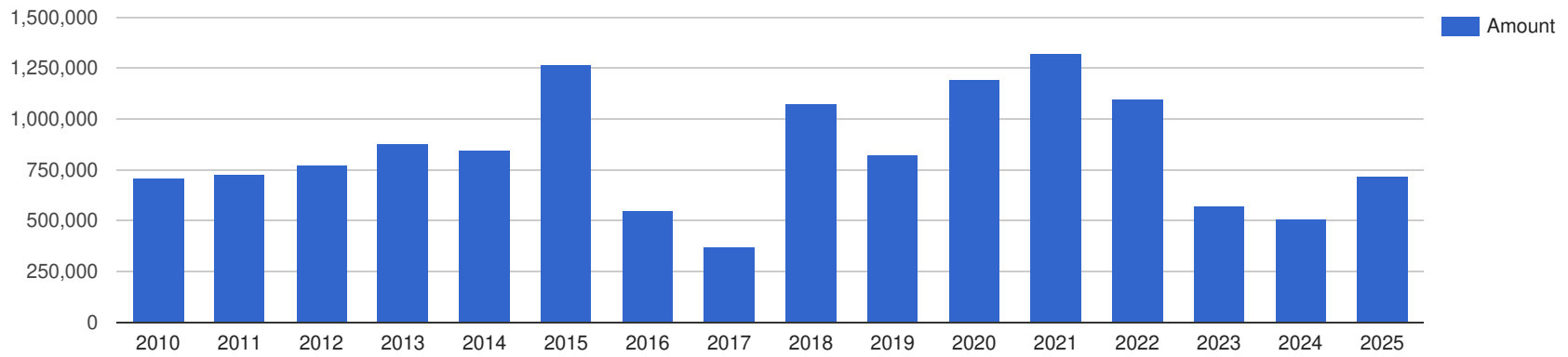
CEO Salary - USD



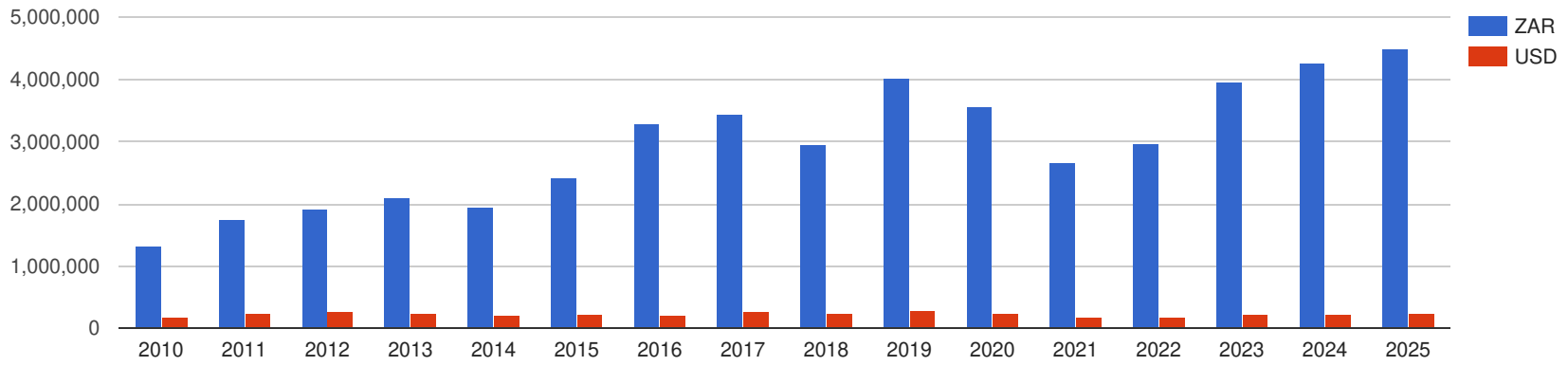
CEO Remuneration - ZAR



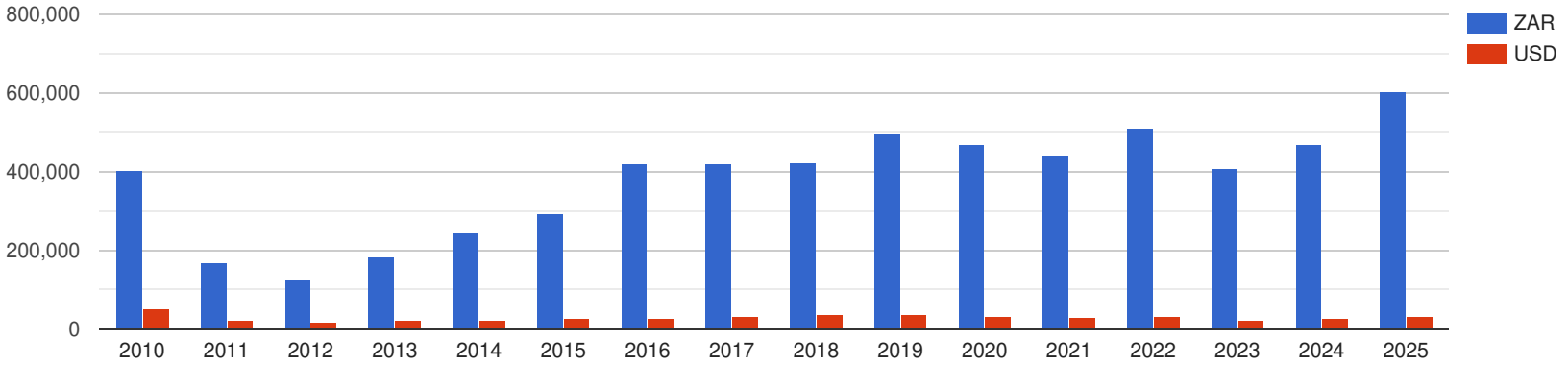
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2010	0	0	93290
2011	0	0	98352
2012	0	0	83784
2013	0	0	96343
2014	91471	3109	94580
2015	4222	0	44119
2016	4641	92276	96917
2017	3758	80298	84056
2018	5509	80403	85912
2019	0	0	66327
2020	45520	0	45520
2021	51019	0	51019
2022	11026	0	11026
2023	45852	0	45852
2024	0	2715	41772
2025	1700	37000	38700

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	2013: the employees referred to are temporary and independent contract work force.
Australia	No	No	2013: No of employees refers to the total contract workforce in Australia.
India	No	No	0
Angola	No	No	0
Botswana	No	No	0
Central African Republic	No	No	0
Congo, Democratic Republic	No	No	0
Eritrea	No	No	0
Ghana	No	No	0
Mozambique	No	No	0
Sudan	No	No	0
South Sudan	No	No	0
Tanzania	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	2936	85885	88821	0	0	0	0	No
Australia	2014	0	111	1323	1424	0	0	0	0	No
Sudan	2014	0	0	0	0	0	0	0	0	No
Tanzania	2014	0	0	0	0	0	0	0	0	No
Angola	2014	0	0	0	0	0	0	0	0	No
Botswana	2014	0	0	0	0	0	0	0	0	No
Central African Republic	2014	0	0	0	0	0	0	0	0	No
Congo, Democratic Republic	2014	0	0	0	0	0	0	0	0	No
Eritrea	2014	0	0	0	0	0	0	0	0	No
Ghana	2014	0	0	0	0	0	0	0	0	No
India	2014	0	0	0	0	0	0	0	0	No
Mozambique	2014	0	0	0	0	0	0	0	0	No
South Sudan	2014	0	0	0	0	0	0	0	0	No