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 194	0	Durban	4000	+ 27 31 508 4300	gdknox@illovo.co.za	http://www.illovo.co.za	1906/01/01	2017/03/31	ZAR

GUF Information

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

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Food and Beverage	Malawi Stock Exchange (MSE), Johannesburg Stock Exchange (JSE), Lusaka Stock Exchange (LuSE)	Cosan SA Industria e Comercio; Bajaj Hindustan Ltd.; Maryborough Sugar Factory; Balrampur Chini Mills Ltd; Zambia Sugar plc; Suedzucker AG

Five Major Shareholders

0%
0%
0%
0%
0%

Company Performance Report

Company Performance in US Dollars - USD

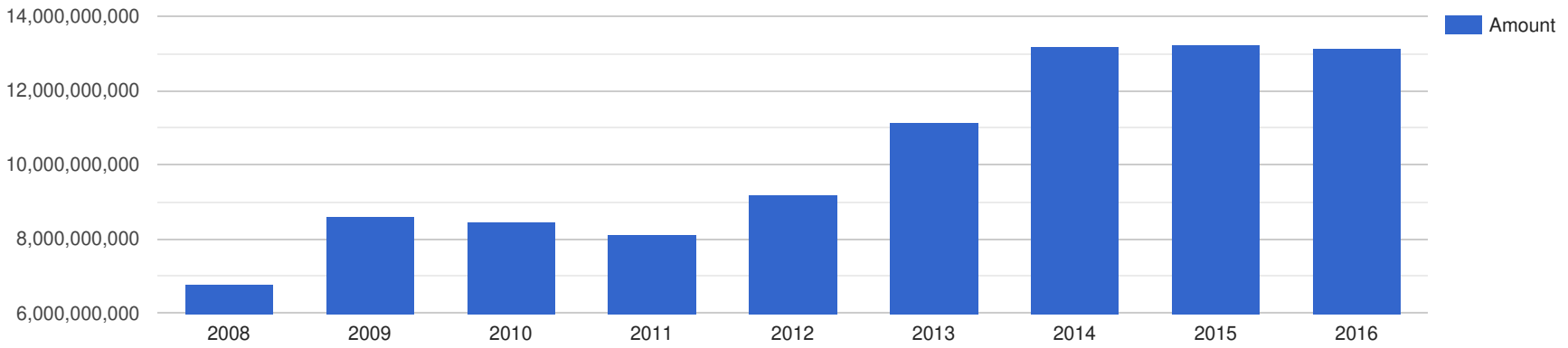
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	821,535,671	108,113,664	757,291,415	545,997,582
2009	1,019,158,768	142,476,303	979,194,313	655,094,787
2010	1,144,774,909	176,111,937	1,308,097,878	454,413,952
2011	1,129,233,983	134,052,925	1,370,000,000	537,785,515
2012	1,236,280,323	128,194,070	1,533,584,906	662,250,674
2013	1,309,282,353	191,647,059	1,479,270,588	658,717,647
2014	1,305,950,495	158,940,594	1,368,297,030	628,831,683
2015	1,199,502,712	120,415,913	1,337,974,684	646,546,112
2016	894,086,897	68,363,883	1,061,201,629	601,853,360

Company Performance in South African Rand - ZAR

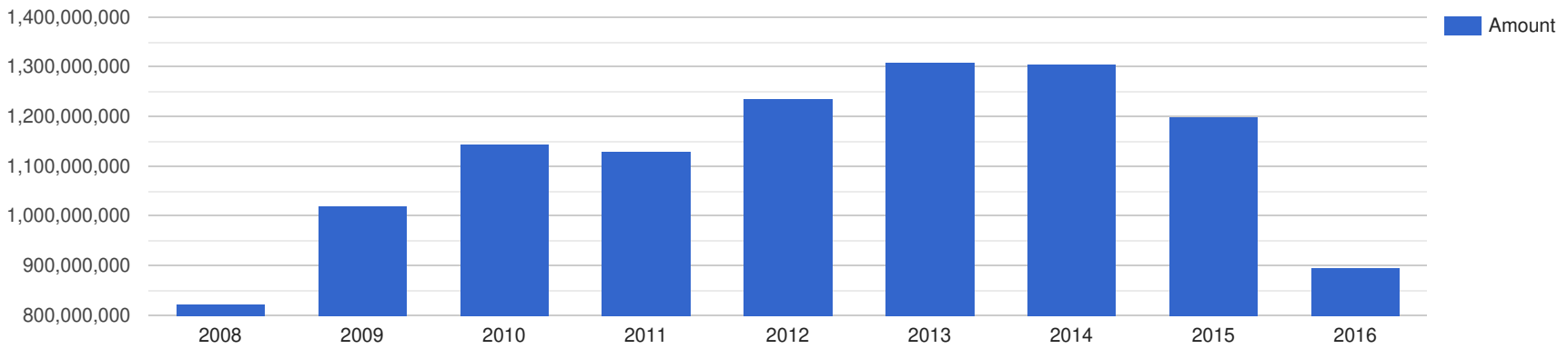
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	6,794,100,000	894,100,000	6,262,800,000	4,515,400,000
2009	8,601,700,000	1,202,500,000	8,264,400,000	5,529,000,000
2010	8,467,900,000	1,302,700,000	9,676,000,000	3,361,300,000
2011	8,107,900,000	962,500,000	9,836,600,000	3,861,300,000
2012	9,173,200,000	951,200,000	11,379,200,000	4,913,900,000
2013	11,128,900,000	1,629,000,000	12,573,800,000	5,599,100,000
2014	13,190,100,000	1,605,300,000	13,819,800,000	6,351,200,000
2015	13,266,500,000	1,331,800,000	14,798,000,000	7,150,800,000
2016	13,169,900,000	1,007,000,000	15,631,500,000	8,865,300,000

Company Performance Changes Report

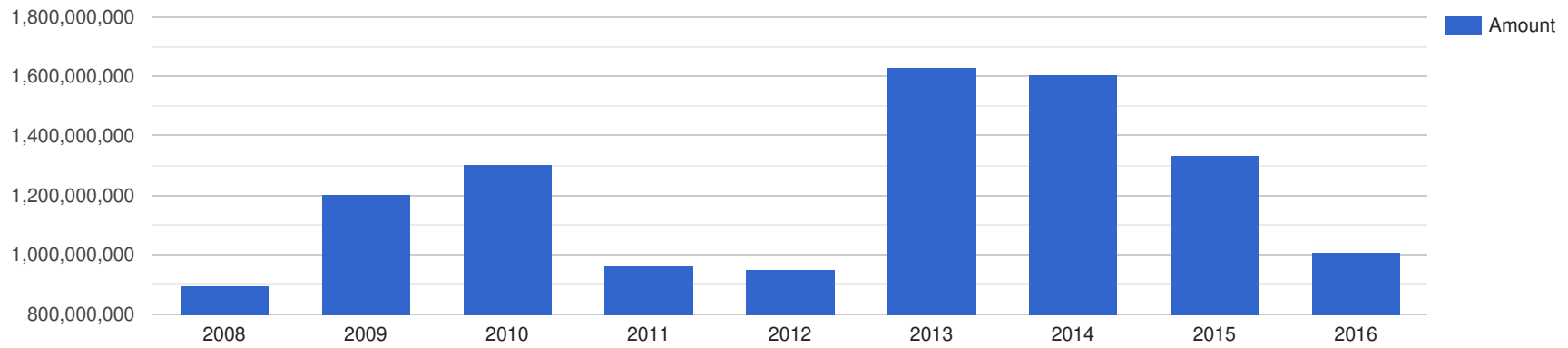
Company Revenue - ZAR



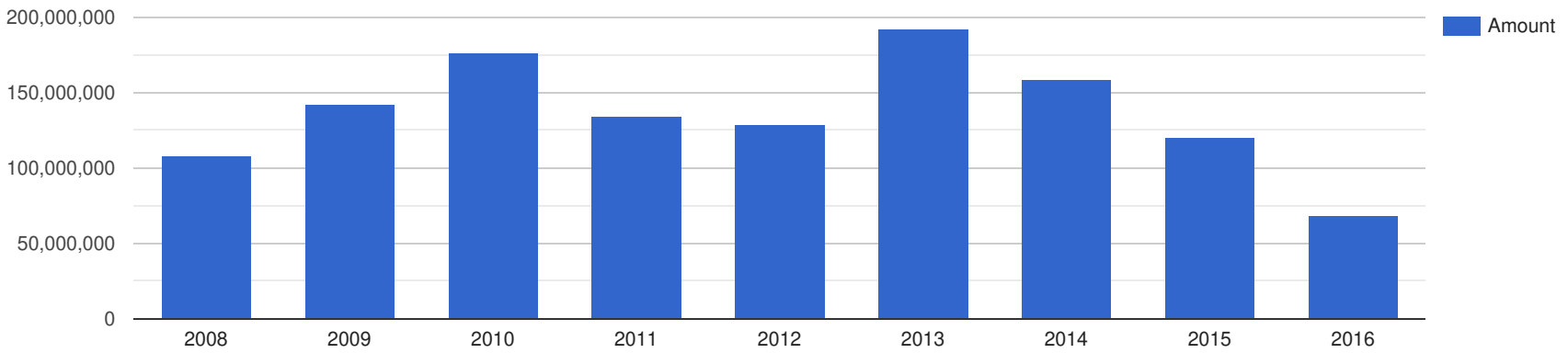
Company Revenue - USD



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?:
2007	MacLeod	Don	Male	Yes	Yes
2008	MacLeod	Don	Male	Yes	Yes
2009	MacLeod	Don	Male	Yes	Yes
2010	Clark	Graham	Male	Yes	Yes
2011	Clark	Graham	Male	Yes	Yes
2012	Clark	Graham	Male	Yes	Yes
2013	Clark	Graham	Male	Yes	Yes
2014	Clark	Graham	Male	Yes	Yes
2014	Dalgleish	Gavin B	Male	Yes	No
2016	Dalgleish	Gavin B	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2007	409,504	119,291	517,305	0	1,046,099	2,520,567	3,566,667
2008	409,069	97,823	388,634	0	895,526	0	895,526
2009	453,274	72,710	496,271	0	1,022,256	203,566	1,225,821
2010	408,719	66,757	63,351	0	538,828	0	538,828
2011	530,439	94,323	110,312	0	735,074	819,129	1,554,203
2012	561,202	108,655	499,461	0	1,169,318	0	1,169,318
2013	548,588	125,882	562,353	0	1,236,824	0	1,236,824
2014	604,851	180,792	112,871	0	898,515	0	898,515
2016	368,024	44,807	147,183	26,273	586,286	0	586,286

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2007	7	1,286,383	3,304,823	183,769	472,118
2008	5	1,225,272	2,684,281	245,054	536,856
2009	5	1,330,459	3,022,023	266,092	604,405
2010	5	1,352,075	1,817,320	270,415	363,464
2011	5	1,525,011	2,328,004	305,002	465,601
2012	6	1,569,561	3,915,745	261,593	652,624
2013	4	1,338,353	3,057,294	334,588	764,324
2014	5	1,263,564	1,994,356	252,713	398,871
2015	4	1,231,917	1,864,557	307,979	466,139
2016	4	1,028,513	1,649,559	257,128	412,390

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
0	1	0	0
2007	8	388,652	48,582
2008	7	349,456	49,922
2009	9	405,733	45,081
2010	10	692,713	69,271
2011	10	769,840	76,984
2012	8	653,950	81,744
2013	7	585,294	83,613
2014	7	507,723	72,532
2015	7	493,671	70,524
2016	9	369,654	41,073

CEO Remuneration - ZAR:

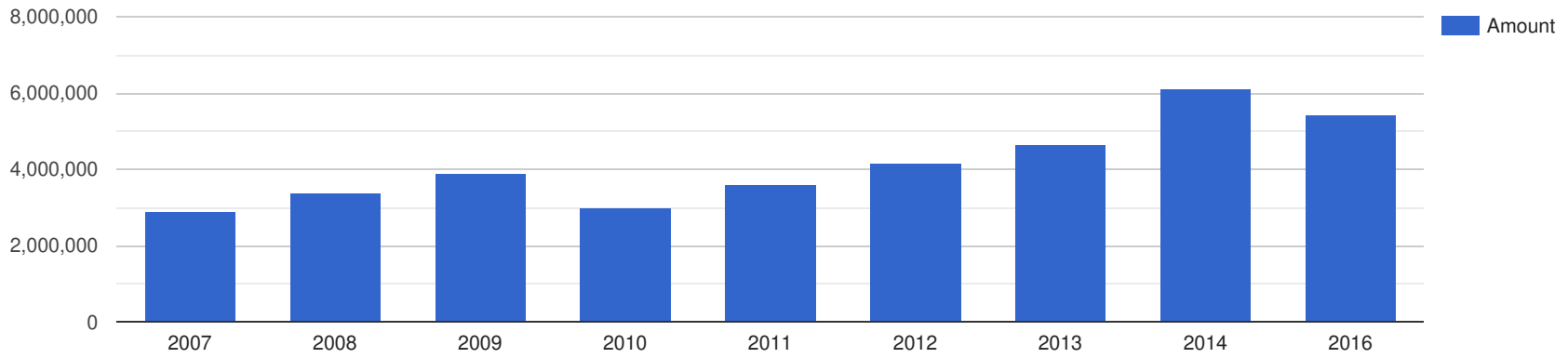
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2007	2,887,000	841,000	3,647,000	0	7,375,000	17,770,000	25,145,000
2008	3,383,000	809,000	3,214,000	0	7,406,000	0	7,406,000
2009	3,890,000	624,000	4,259,000	0	8,773,000	1,747,000	10,520,000
2010	3,000,000	490,000	465,000	0	3,955,000	0	3,955,000
2011	3,616,000	643,000	752,000	0	5,011,000	5,584,000	10,595,000
2012	4,163,000	806,000	3,705,000	0	8,674,000	0	8,674,000
2013	4,663,000	1,070,000	4,780,000	0	10,513,000	0	10,513,000
2014	6,109,000	1,826,000	1,140,000	0	9,075,000	0	9,075,000
2016	5,421,000	660,000	2,168,000	387,000	8,636,000	0	8,636,000

Executive Director Remuneration - ZAR:

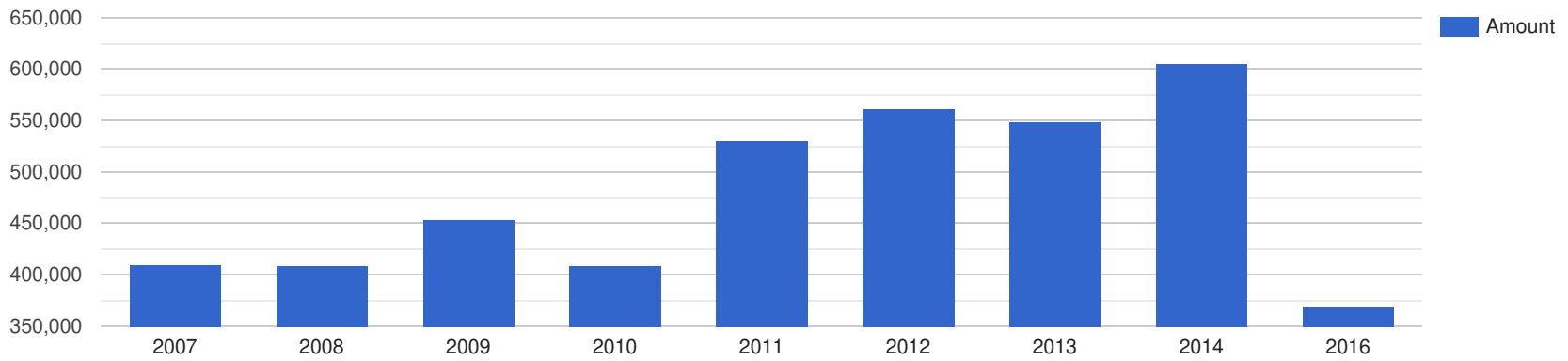
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2007	7	9,069,000	23,299,000	1,295,571	3,328,429
2008	5	10,133,000	22,199,000	2,026,600	4,439,800
2009	5	11,418,000	25,935,000	2,283,600	5,187,000
2010	5	9,978,000	13,412,000	1,995,600	2,682,400
2011	5	10,396,000	15,870,000	2,079,200	3,174,000
2012	6	11,643,000	29,047,000	1,940,500	4,841,167
2013	4	11,376,000	25,987,000	2,844,000	6,496,750
2014	5	12,762,000	20,143,000	2,552,400	4,028,600
2015	4	13,625,000	20,622,000	3,406,250	5,155,500
2016	4	15,150,000	24,298,000	3,787,500	6,074,500

Company Directors Fee Changes

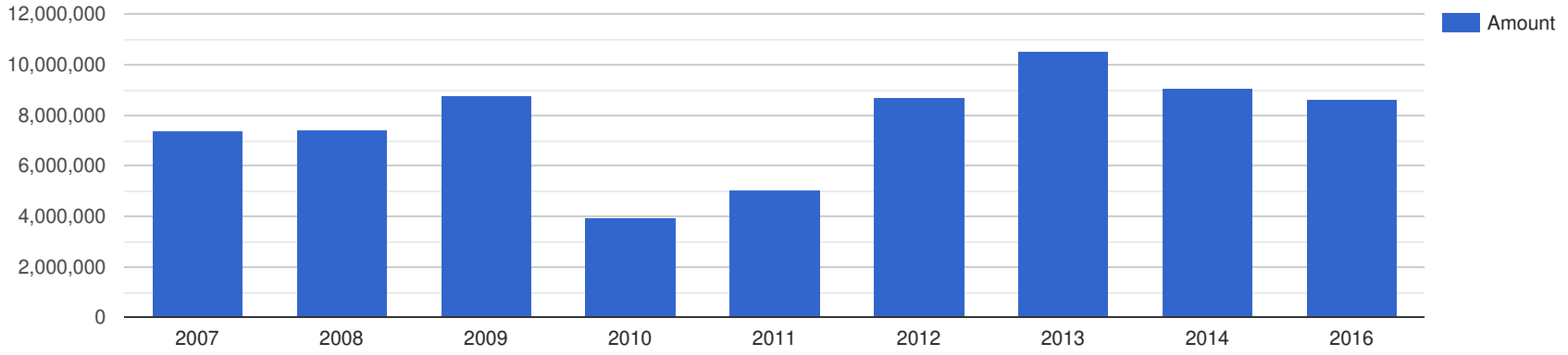
CEO Salary - ZAR



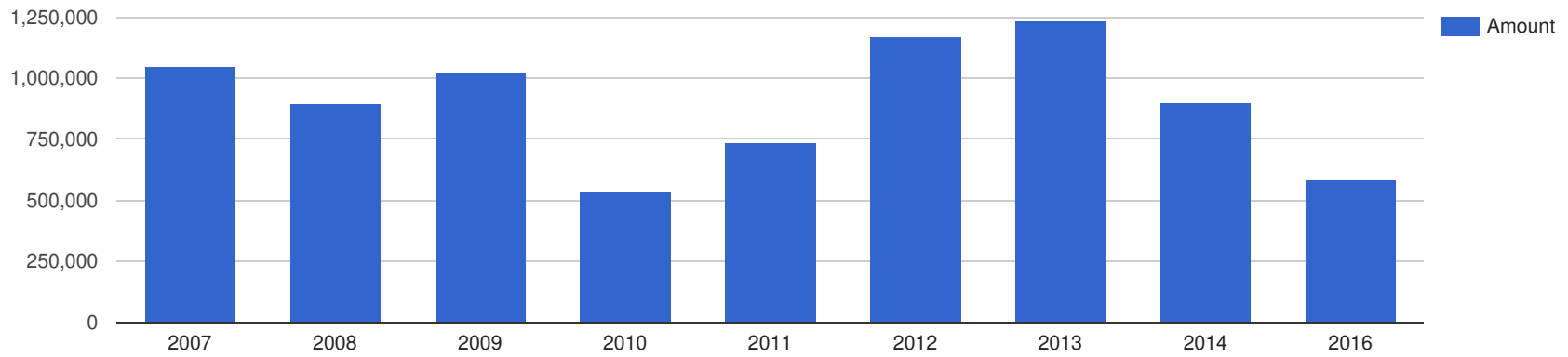
CEO Salary - USD



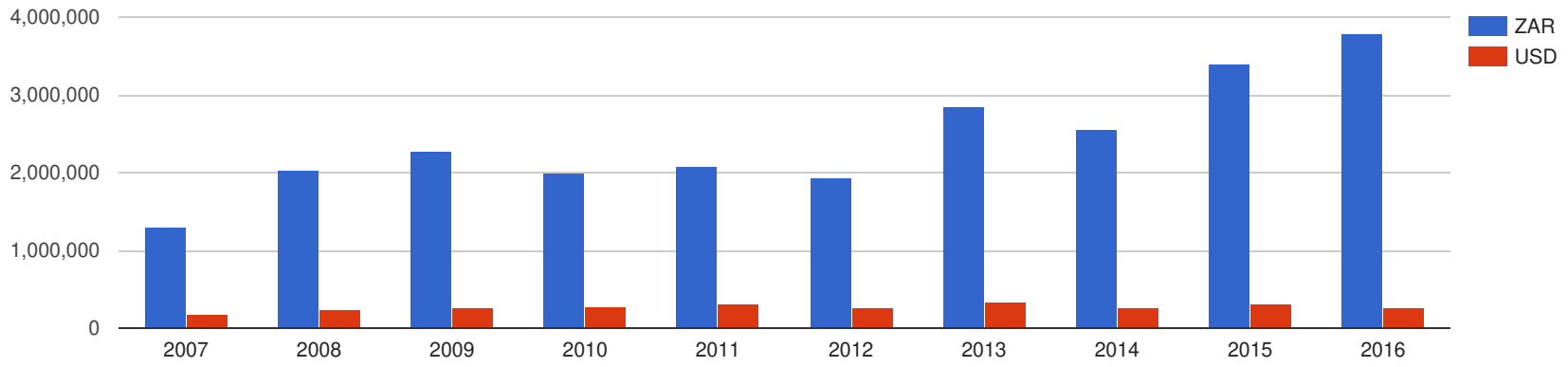
CEO Remuneration - ZAR



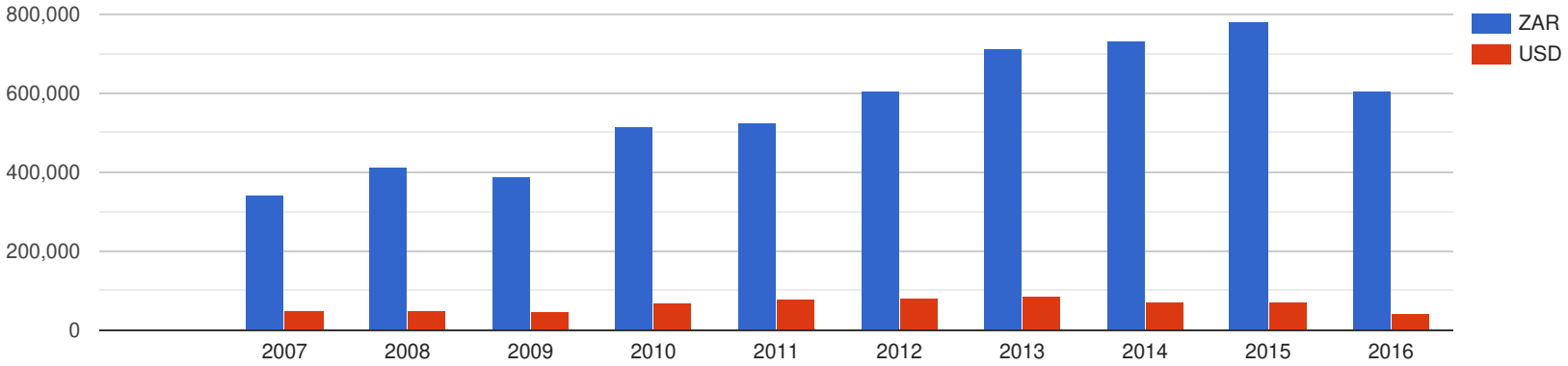
CEO Remuneration - USD



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	12441
2009	0	0	12362
2010	0	0	12031
2011	0	0	12159
2012	12456	16355	29000
2013	12645	18021	30666
2014	0	0	31937
2015	12838	20176	33014
2016	0	0	0

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
Malawi	No	No	76% of Illovo Sugar (Malawi) Limited Sugar cane estates 2 sugar factories 2 refineries Interests in ethyl alcohol production 2010 - 5300 permanent workers and 8000 seasonal workers at peak periods / 2011 - 5400 and 4500 4529 seasonal agricultural workers We strive to be an employer of choice and offer competitive wages above country-based standard minimum wages.
South Africa	Yes	No	100% of Illovo Sugar (South Africa) Limited 3 sugar cane estates 4 sugar factories 1 managed operation 2010 - 2100 permanent employees, 2000 seasonal workers at peak periods. / 2011 - 2000 and 2100 1 refinery 3 downstream operations Corporate centre of the group 2012: 2 052 permanent employees 1 841 seasonal agricultural workers
Zambia	No	No	82% of Zambia Sugar in Zambia Sugar cane estates 1 sugar factory 1 refinery Domestic sugar fortified with Vitamin A 2012: 1 848 permanent employees 3 530 seasonal agricultural workers 2010 - 2000 permanent workers and 4000 seasonal workers at peak periods. / 2011 - 1600 and 3500 /
Swaziland	No	No	60% of Ubombo Sugar Limited in Swaziland Sugar cane estates 1 sugar factory 1 refinery 2010 - 1300 permanent workers and 1500 seasonal workers at peak periods. / 2011 - 1250 and 1400 / 2012: 1 256 permanent employees 1 394 seasonal agricultural workers
Tanzania	No	No	55% of Kilombero Sugar Company in Tanzania Sugar cane estates 2 sugar factories 1 refinery 2010 - 700 permanent workers and 4500 seasonal workers at peak periods. / 2011 - 850 and 1900 2012:879 permanent employees 2 156 seasonal agricultural workers
Mozambique	No	No	74% of Maragra Açúcar SA in Mozambique Sugar cane estates 1 sugar factory 2010 - 1000 permanent workers and 3000 seasonal workers at peak periods./ 2011 - 1000 and 3500 2012: 1 021 permanent employees 3 605 seasonal agricultural workers

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	2224	0	0	0	80.000	0	0	No
Tanzania	2014	0	908	0	0	0	80.000	0	0	No
Malawi	2014	0	5679	0	0	0	95.000	0	0	No
Mozambique	2014	0	1015	0	0	0	98.000	0	0	No
Swaziland	2014	0	1213	0	0	0	96.000	0	0	No
Zambia	2014	0	1917	0	0	0	91.000	0	0	No