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	Amanzimnyana Hill Road, Tongaat, 4399	PO Box 3	Tongaat	4400	+27 32 439-4000	info@tongaat.com	www.huletts.co.za	0000/00/00	2021/03/31	ZAR

GUF Information

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

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Food and Beverage	Johanesburg Stock Exchange	0

Five Major Shareholders

16%	Government Employees Pension Fund
15%	PSG Asset Management Proprietary Limited
9%	Braemar Trading Limited
7%	Artemis Investments Proprietary Limited
5%	

Metal & Engineering Industries Benefit Funds

Company Performance Report

Company Performance in US Dollars - USD

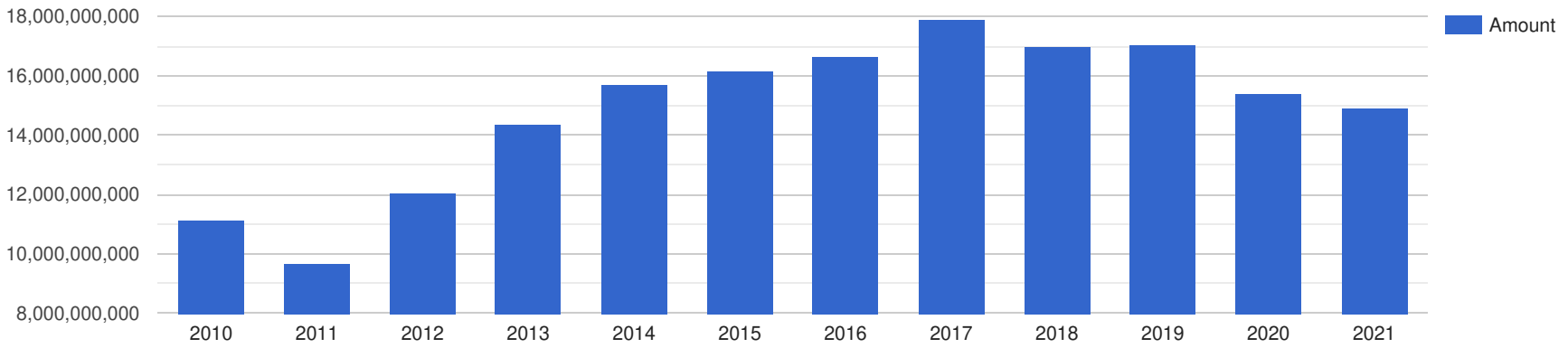
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2010	1,427,692,308	414,871,795	1,713,846,154	1,016,025,641
2011	1,348,328,691	157,660,167	2,018,245,125	1,232,729,805
2012	1,628,167,116	184,905,660	2,396,495,957	1,345,822,102
2013	1,690,941,176	183,411,765	2,506,000,000	1,358,705,882
2014	1,556,039,604	174,752,475	2,373,861,386	1,166,930,693
2015	1,460,669,078	133,092,224	2,399,909,584	1,154,339,964
2016	1,132,111,337	76,578,411	2,092,939,579	1,038,628,649
2017	1,332,961,310	113,318,452	2,079,910,714	931,994,048
2018	1,440,373,198	91,603,053	2,469,465,649	1,450,890,585
2019	1,186,418,294	-10,565,093	1,044,901,647	1,251,477,028
2020	923,405,711	21,911,525	1,089,453,052	1,185,203,417
2021	994,460,406	-24,598,196	885,001,767	888,601,503

Company Performance in South African Rand - ZAR

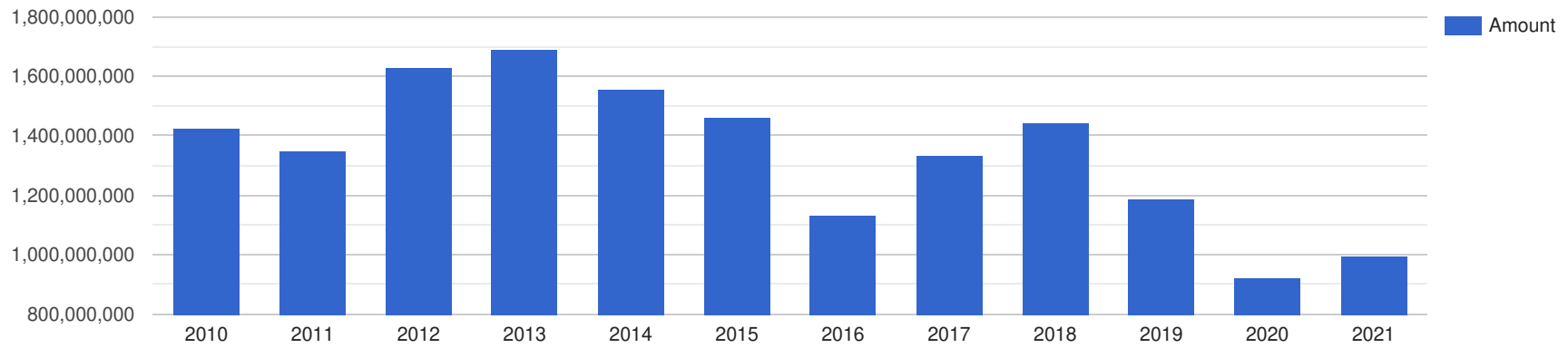
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2010	11,136,000,000	3,236,000,000	13,368,000,000	7,925,000,000
2011	9,681,000,000	1,132,000,000	14,491,000,000	8,851,000,000
2012	12,081,000,000	1,372,000,000	17,782,000,000	9,986,000,000
2013	14,373,000,000	1,559,000,000	21,301,000,000	11,549,000,000
2014	15,716,000,000	1,765,000,000	23,976,000,000	11,786,000,000
2015	16,155,000,000	1,472,000,000	26,543,000,000	12,767,000,000
2016	16,676,000,000	1,128,000,000	30,829,000,000	15,299,000,000
2017	17,915,000,000	1,523,000,000	27,954,000,000	12,526,000,000
2018	16,982,000,000	1,080,000,000	29,115,000,000	17,106,000,000
2019	17,069,000,000	-152,000,000	15,033,000,000	18,005,000,000
2020	15,382,000,000	365,000,000	18,148,000,000	19,743,000,000
2021	14,918,000,000	-369,000,000	13,276,000,000	13,330,000,000

Company Performance Changes Report

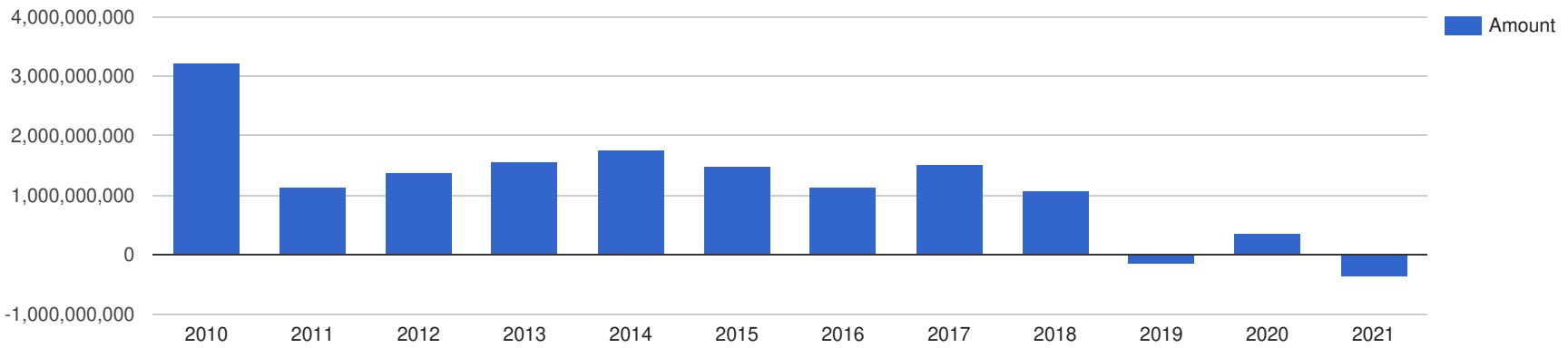
Company Revenue - ZAR



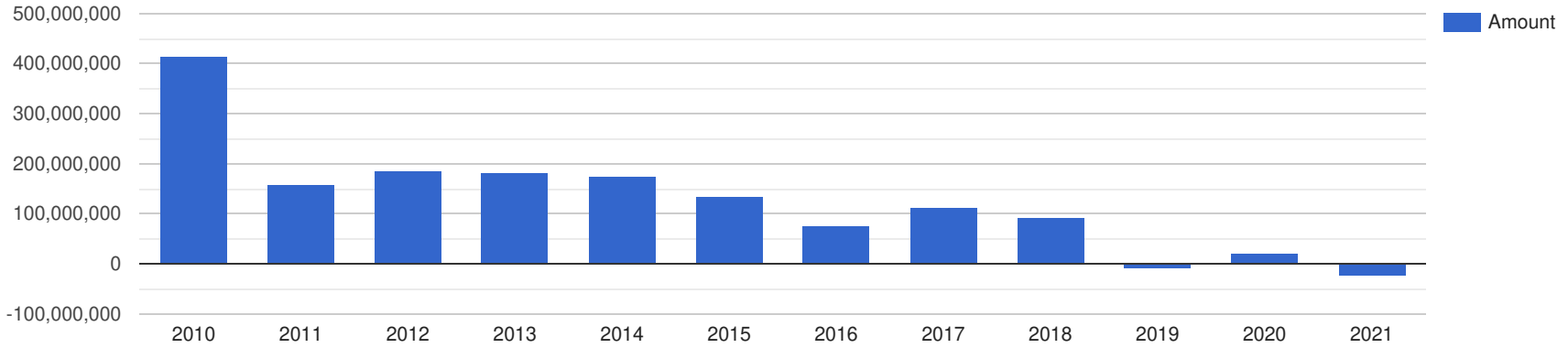
Company Revenue - USD



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?:
2010	Staude	Peter H	Male	Yes	Yes
2011	Staude	Peter H	Male	Yes	Yes
2012	Staude	Peter H	Male	Yes	Yes
2013	Staude	Peter H	Male	Yes	Yes
2014	Staude	Peter H	Male	Yes	Yes
2015	Staude	Peter H	Male	Yes	Yes
2016	Staude	Peter H	Male	Yes	Yes
2017	Staude	Peter H	Male	Yes	Yes
2018	Staude	Peter H	Male	Yes	Yes
2019	Staude	Peter H	Male	No	No
2019	Hudson	J Gavin	Male	No	No
2020	Hudson	J Gavin	Male	Yes	Yes
2021	Hudson	J Gavin	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	821,410	87,949	493,590	0	1,402,949	657,949	2,060,897
2011	804,318	85,655	361,978	0	1,251,950	1,102,925	2,354,875
2012	859,973	91,509	656,199	0	1,607,682	294,879	1,902,561
2013	825,765	98,235	564,000	0	1,488,000	0	1,488,000
2014	757,525	104,950	593,168	0	1,455,644	0	1,455,644
2015	750,542	105,425	417,360	0	1,273,327	87,342	1,360,669
2016	597,352	84,182	188,187	0	869,722	248,608	1,118,330
2017	654,688	94,940	493,006	0	1,242,634	521,577	1,764,211
2018	746,310	110,941	0	0	857,252	731,891	1,589,143
2019	458,191	64,920	150,414	642,733	1,316,258	0	1,316,258
2020	396,206	56,790	1,070,657	2,161	1,525,813	0	1,525,813
2021	457,569	68,395	131,525	0	657,490	0	657,490

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	4	1,625,385	2,636,410	406,346	659,103
2011	3	1,671,588	2,516,852	557,196	838,951
2012	3	1,780,323	3,185,040	593,441	1,061,680
2013	3	1,697,294	2,949,765	565,765	983,255
2014	3	1,316,634	2,692,079	438,878	897,360
2015	2	1,137,794	1,884,268	568,897	942,134
2016	2	911,405	1,311,541	455,703	655,771
2017	2	1,017,783	1,874,405	508,891	937,202
2018	2	1,187,108	1,364,122	593,554	682,061
2019	4	742,406	1,697,366	185,602	424,341
2020	3	924,781	3,450,054	308,260	1,150,018
2021	3	1,078,595	1,559,696	359,532	519,899

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	14	455,256	35,020
2011	12	574,791	47,899
2012	11	615,364	55,942
2013	11	554,000	50,364
2014	9	497,624	55,292
2015	10	485,624	48,562
2016	9	394,365	43,818
2017	9	488,765	54,307
2018	9	578,226	64,247
2019	10	670,675	67,067
2020	14	595,270	42,519
2021	7	504,033	72,005

CEO Remuneration - ZAR:

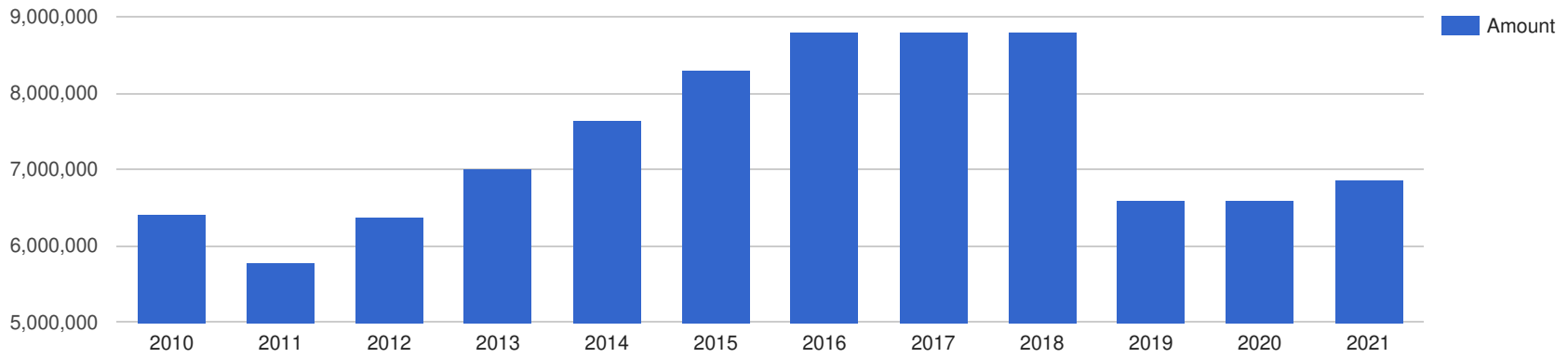
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	6,407,000	686,000	3,850,000	0	10,943,000	5,132,000	16,075,000
2011	5,775,000	615,000	2,599,000	0	8,989,000	7,919,000	16,908,000
2012	6,381,000	679,000	4,869,000	0	11,929,000	2,188,000	14,117,000
2013	7,019,000	835,000	4,794,000	0	12,648,000	0	12,648,000
2014	7,651,000	1,060,000	5,991,000	0	14,702,000	0	14,702,000
2015	8,301,000	1,166,000	4,616,000	0	14,083,000	966,000	15,049,000
2016	8,799,000	1,240,000	2,772,000	0	12,811,000	3,662,000	16,473,000
2017	8,799,000	1,276,000	6,626,000	0	16,701,000	7,010,000	23,711,000
2018	8,799,000	1,308,000	0	0	10,107,000	8,629,000	18,736,000
2019	6,592,000	934,000	2,164,000	9,247,000	18,937,000	0	18,937,000
2020	6,600,000	946,000	17,835,000	36,000	25,417,000	0	25,417,000
2021	6,864,000	1,026,000	1,973,000	0	9,863,000	0	9,863,000

Executive Director Remuneration - ZAR:

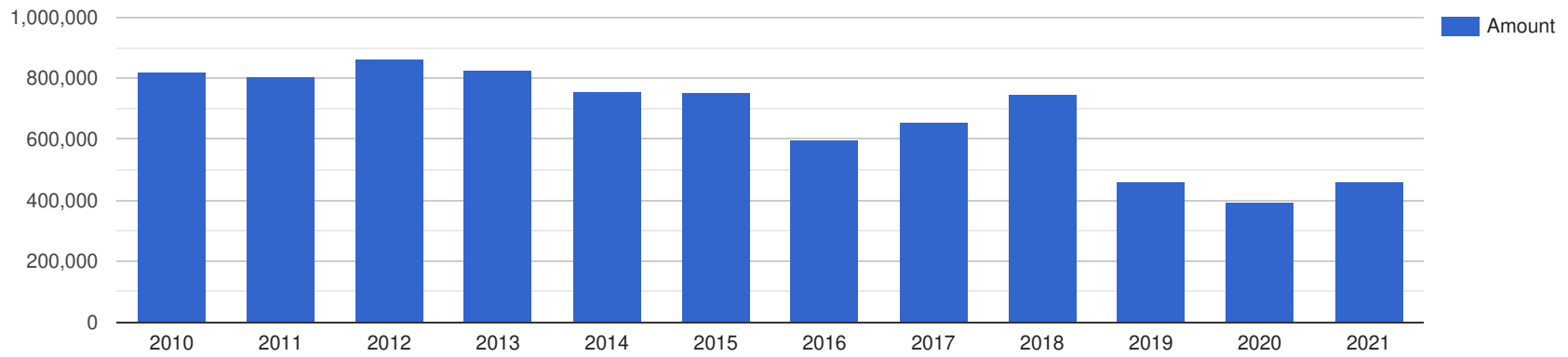
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	4	12,678,000	20,564,000	3,169,500	5,141,000
2011	3	12,002,000	18,071,000	4,000,667	6,023,667
2012	3	13,210,000	23,633,000	4,403,333	7,877,667
2013	3	14,427,000	25,073,000	4,809,000	8,357,667
2014	3	13,298,000	27,190,000	4,432,667	9,063,333
2015	2	12,584,000	20,840,000	6,292,000	10,420,000
2016	2	13,425,000	19,319,000	6,712,500	9,659,500
2017	2	13,679,000	25,192,000	6,839,500	12,596,000
2018	2	13,996,000	16,083,000	6,998,000	8,041,500
2019	4	10,681,000	24,420,000	2,670,250	6,105,000
2020	3	15,405,000	57,471,000	5,135,000	19,157,000
2021	3	16,180,000	23,397,000	5,393,333	7,799,000

Company Directors Fee Changes

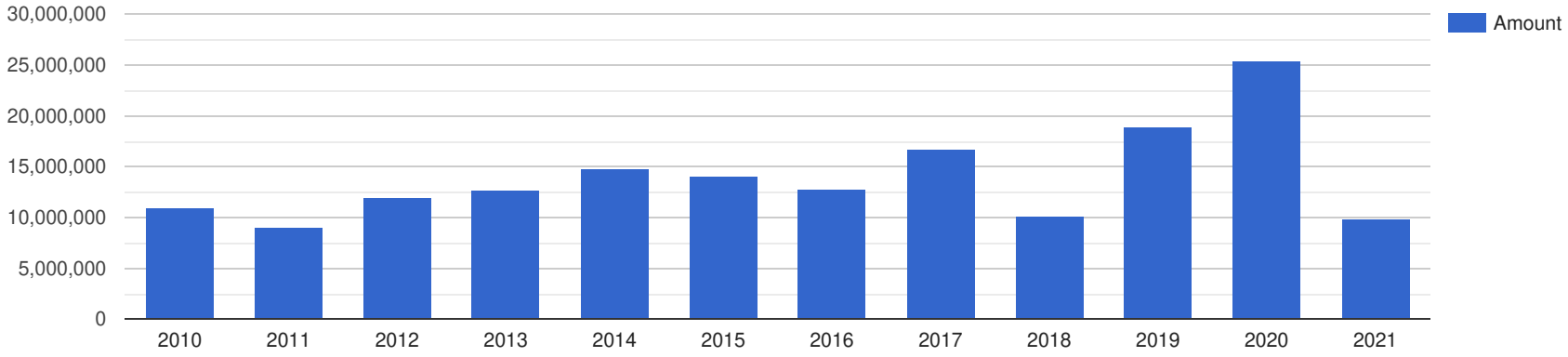
CEO Salary - ZAR



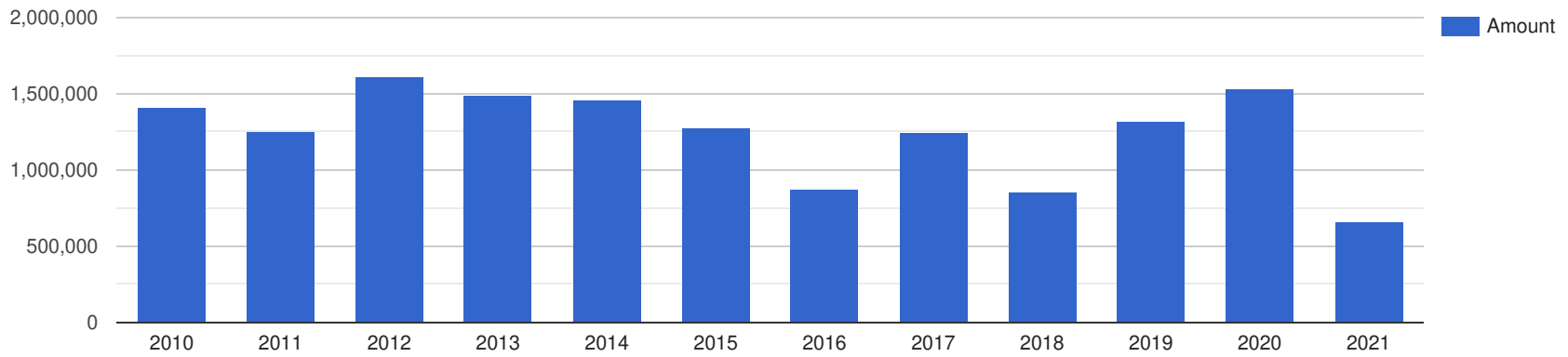
CEO Salary - USD



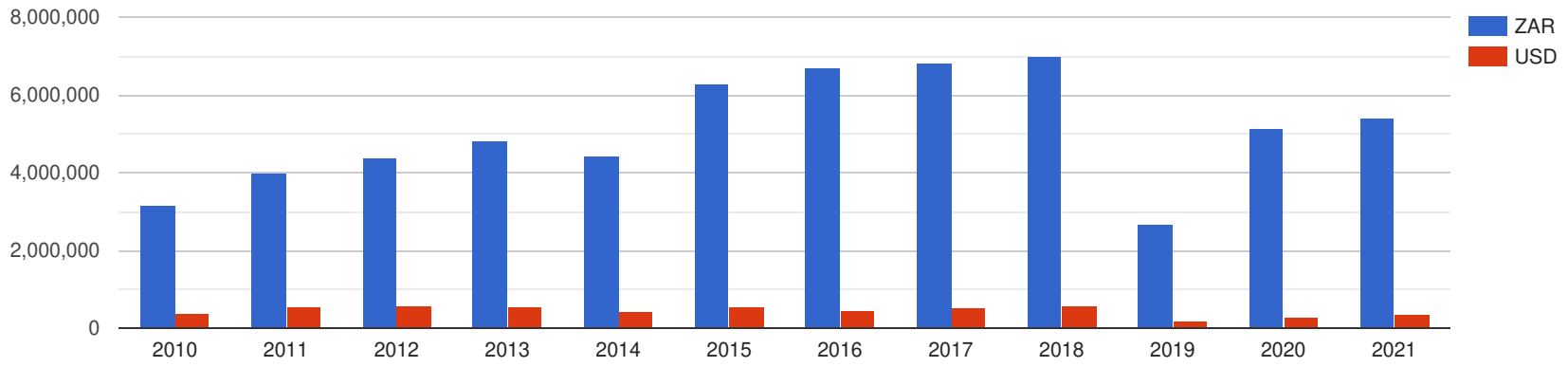
CEO Remuneration - ZAR



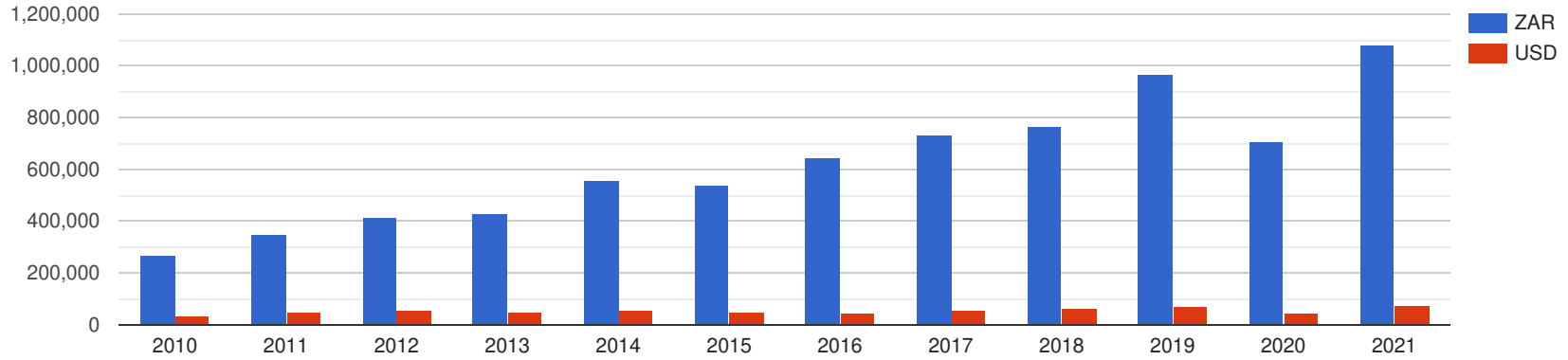
CEO Remuneration - USD



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	0
2011	0	0	0
2012	0	0	41777
2013	0	0	39246
2014	0	0	35065
2015	0	0	34363
2016	22575	8655	31230
2017	30512	0	30512
2018	0	0	31555
2019	0	0	23347
2020	23347	0	23347
2021	22972	0	22972

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	No	Yes	Trade unions formally recognized are: South Africa – Food and Allied Workers Union (FAWU); National Sugar and Refining and Allied Industries Employees Union (NASARAIEU); South African Agricultural Plantation and Allied Workers Union (SAAPAWU); United Association of South Africa (UASA)
Botswana	No	Yes	Trade unions formally recognized: Botswana – Botswana Beverages and Allied Workers Union (BBAWU)
Namibia	No	Yes	Trade union recogniced: Namibia – Namibian Food and Allied Workers Union (NAFAU)
Mozambique	No	Yes	Trade unions formally recognized: Mozambique – Sindicato Nacional dos Trabalhadores da Industria Do Açucar e Afins (SINTIA)
Swaziland	No	Yes	Trade union formally recognized: Swaziland – Swaziland Agriculture and Plant Workers Union (SAPWU)
Zimbabwe	No	Yes	Trade unions formally recognized: Zimbabwe – Zimbabwe Sugar Milling Industry Workers Union (ZSMIWU); Zimbabwe Hotel and Catering Workers Union (ZHCWU)

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	0	0	0	0	0	No
Botswana	2014	0	0	0	0	0	0	0	0	No
Mozambique	2014	0	0	0	0	0	0	0	0	No
Namibia	2014	0	0	0	0	0	0	0	0	No
Swaziland	2014	0	0	0	0	0	0	0	0	No
Zimbabwe	2014	0	0	0	0	0	0	0	0	No