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 X200	Bryansto		2012		+27 11 510 7800	http://www.tsogosun.com/Pages/default.aspx	0000/00/00	2023/03/31	ZAR

GUF Information

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

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Hospitality	Johannesburg Stock Exchange (JSE)	0

Five Major Shareholders

39% Tsogo Investment Holding Company (Pty) Ltd
9% Hosken Consolidated Investments Limited
5% Allan Gray Balanced Fund
4% MANDG SA Equity Fund
2%

Steyn Capital SA Equity Fund

Company Performance Report

Company Performance in US Dollars - USD

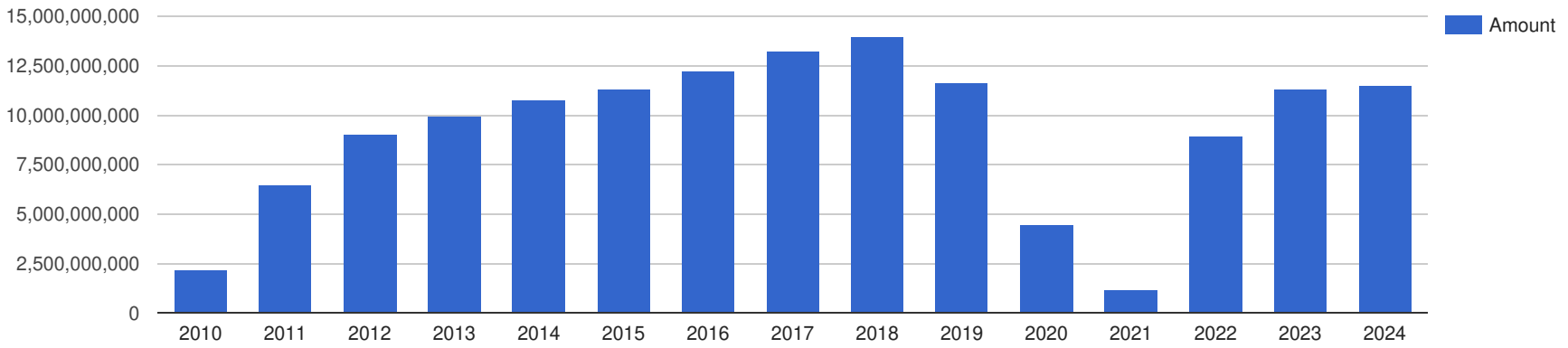
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2010	302,859,178	62,778,082	606,341,643	223,017,808
2011	898,462,604	157,894,737	2,256,863,158	827,616,897,507
2012	1,217,115,903	351,482,480	2,341,644,205	1,203,234,501
2013	1,165,882,353	288,823,529	2,050,588,235	978,235,294
2014	1,066,039,604	272,178,218	2,045,643,564	1,003,861,386
2015	1,025,587,703	215,732,369	2,227,124,774	1,532,188,065
2016	833,876,443	175,152,749	1,740,529,532	1,132,993,890
2017	983,779,762	276,339,286	2,420,610,119	1,419,419,643
2018	1,180,420,644	216,910,212	2,853,281,527	1,654,362,700
2019	807,604,087	161,604,226	2,438,103,844	1,496,628,901
2020	268,639,693	-67,775,243	923,400,168	401,428,743
2021	77,527,648	-75,327,809	940,197,719	444,234,090
2022	596,065,355	127,509,170	1,052,350,784	834,144,715
2023	619,417,688	131,074,869	875,109,457	623,084,501
2024	610,621,621	50,165,356	1,385,105,621	676,191,012

Company Performance in South African Rand - ZAR

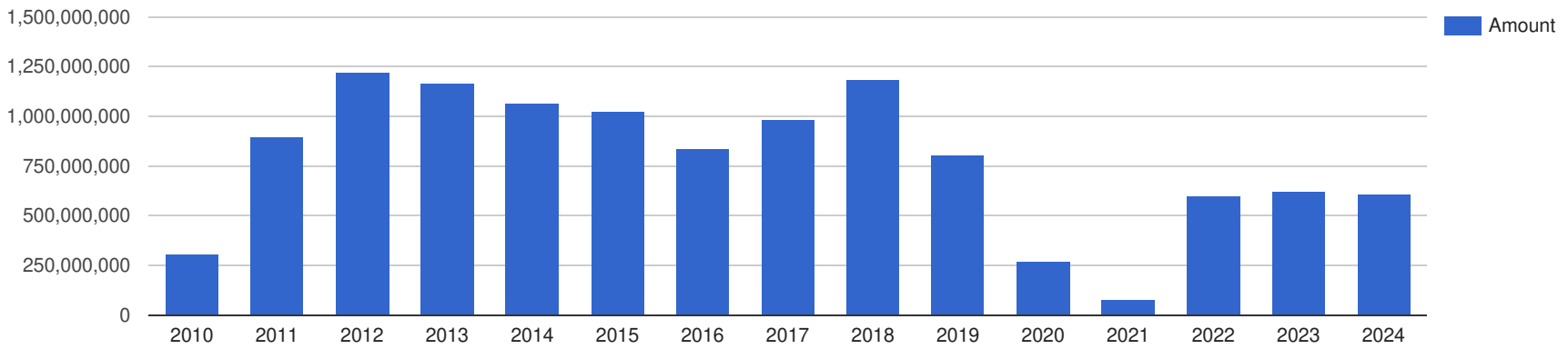
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2010	2,210,872,000	458,280,000	4,426,294,000	1,628,030,000
2011	6,486,900,000	1,140,000,000	16,294,552,000	5,975,394,000,000
2012	9,031,000,000	2,608,000,000	17,375,000,000	8,928,000,000
2013	9,910,000,000	2,455,000,000	17,430,000,000	8,315,000,000
2014	10,767,000,000	2,749,000,000	20,661,000,000	10,139,000,000
2015	11,343,000,000	2,386,000,000	24,632,000,000	16,946,000,000
2016	12,283,000,000	2,580,000,000	25,638,000,000	16,689,000,000
2017	13,222,000,000	3,714,000,000	32,533,000,000	19,077,000,000
2018	13,975,000,000	2,568,000,000	33,780,000,000	19,586,000,000
2019	11,619,000,000	2,325,000,000	35,077,000,000	21,532,000,000
2020	4,475,000,000	-1,129,000,000	15,382,000,000	6,687,000,000
2021	1,163,000,000	-1,130,000,000	14,104,000,000	6,664,000,000
2022	8,938,000,000	1,912,000,000	15,780,000,000	12,508,000,000
2023	11,318,000,000	2,395,000,000	15,990,000,000	11,385,000,000
2024	11,503,000,000	945,024,000	26,092,869,000	12,738,208,000

Company Performance Changes Report

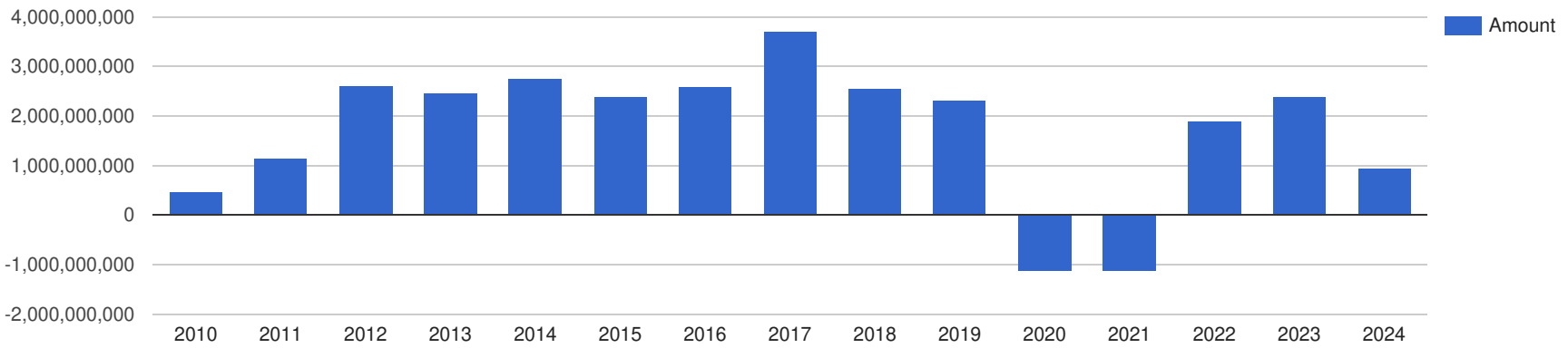
Company Revenue - ZAR



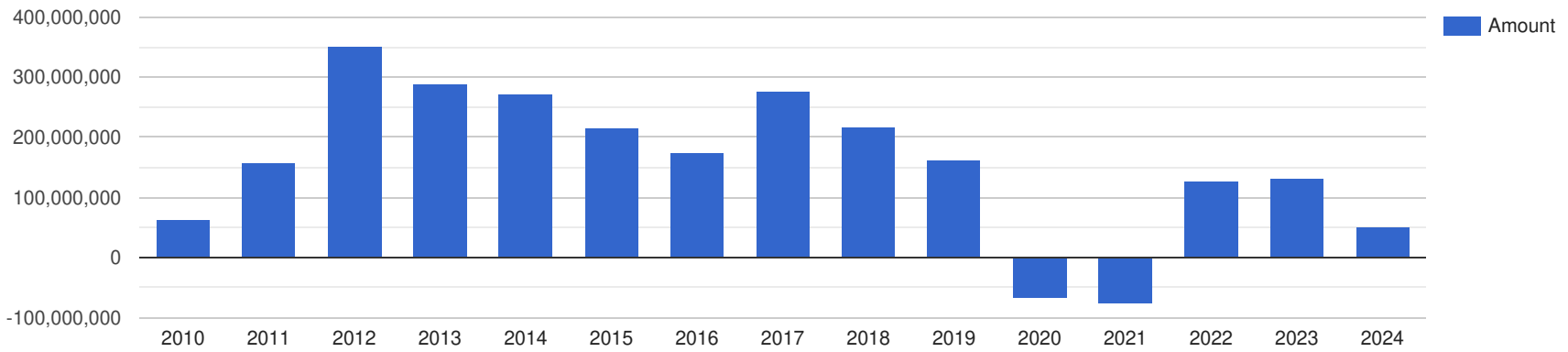
Company Revenue - USD



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	Joffe	Steven Brian	Male	Yes	Yes
2012	von Aulock	Marcel N	Male	No	No
2012	Mabuza	Busisiwe (Busi)	Female	No	No
2013	von Aulock	Marcel N	Male	Yes	Yes
2014	von Aulock	Marcel N	Male	Yes	Yes
2015	von Aulock	Marcel N	Male	Yes	Yes
2016	von Aulock	Marcel N	Male	Yes	Yes
2017	von Aulock	Marcel N	Male	Yes	Yes
2017	Randall	Keith	Male	No	No
2018	von Aulock	Marcel N	Male	No	No
2018	Randall	Keith	Male	Yes	Yes
2019	Booysen	Jacques	Male	Yes	Yes
2020	von Aulock	Marcel N	Male	No	No
2021	von Aulock	Marcel N	Male	Yes	Yes
2022	von Aulock	Marcel N	Male	Yes	Yes
2022	du Toit	Chris	Male	Yes	Yes
2023	du Toit	Chris	Male	Yes	Yes
2024	du Toit	Chris	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2010	362,055	68,082	301,096	0	731,233	70,959	802,192
2012	724,259	173,720	1,120,755	0	2,018,733	0	2,018,733
2013	530,471	113,765	652,941	0	1,297,176	304,824	1,602,000
2014	475,050	102,277	827,822	0	1,405,149	0	1,405,149
2015	462,387	99,458	431,103	0	992,948	712,206	1,705,154
2016	373,184	76,035	152,953	0	602,172	419,484	1,021,656
2017	530,353	42,560	401,971	0	974,883	980,283	1,955,166
2018	354,929	37,503	329,842	1,043,754	1,766,028	2,541,177	4,307,205
2019	486,342	24,467	178,077	33,641	722,527	79,099	801,626
2020	407,072	32,777	160,764	24,133	624,745	0	624,745
2021	147,723	9,733	0	0	157,456	0	157,456
2022	842,948	26,275	0	36,145	905,368	0	905,368
2023	345,994	20,742	302,375	7,607	676,718	0	676,718
2024	455,197	18,579	293,290	10,033	777,099	936,405	1,713,505

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2010	4	1,004,521	2,005,068	251,130	501,267
2012	5	1,277,628	3,121,429	255,526	624,286
2013	2	795,176	1,851,647	397,588	925,824
2014	2	722,574	1,957,426	361,287	978,713
2015	2	703,165	1,472,694	351,582	736,347
2016	2	566,599	917,651	283,299	458,826
2017	4	836,579	1,517,210	209,145	379,302
2018	5	1,199,003	2,962,919	239,801	592,584
2019	2	752,207	1,116,008	376,103	558,004
2020	7	645,696	978,329	92,242	139,761
2021	2	255,250	272,848	127,625	136,424
2022	5	1,193,331	1,292,364	238,666	258,473
2023	2	492,776	904,335	246,388	452,167
2024	2	604,735	1,018,208	302,368	509,104

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2010	7	327,260	46,751
2012	12	885,849	73,821
2013	11	1,347,647	122,513
2014	10	1,123,663	112,366
2015	11	263,201	23,927
2016	7	199,671	28,524
2017	8	242,336	30,292
2018	8	82,862	41,431
2019	7	258,636	36,948
2020	7	229,559	32,794
2021	10	185,788	18,579
2022	13	285,162	21,936
2023	7	232,870	33,267
2024	7	228,952	32,707

CEO Remuneration - ZAR:

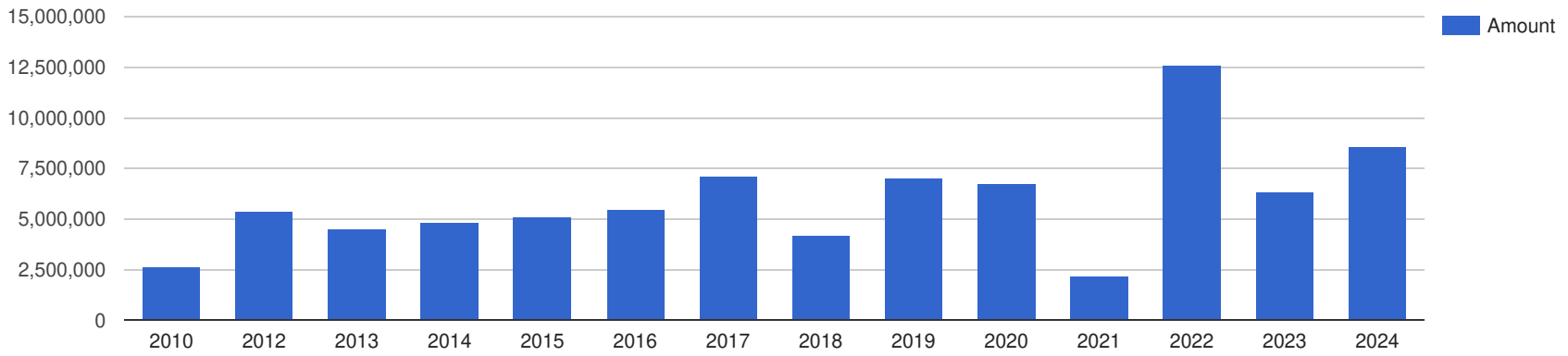
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2010	2,643,000	497,000	2,198,000	0	5,338,000	518,000	5,856,000
2012	5,374,000	1,289,000	8,316,000	0	14,979,000	0	14,979,000
2013	4,509,000	967,000	5,550,000	0	11,026,000	2,591,000	13,617,000
2014	4,798,000	1,033,000	8,361,000	0	14,192,000	0	14,192,000
2015	5,114,000	1,100,000	4,768,000	0	10,982,000	7,877,000	18,859,000
2016	5,497,000	1,120,000	2,253,000	0	8,870,000	6,179,000	15,049,000
2017	7,126,000	572,000	5,402,000	0	13,100,000	13,175,000	26,275,000
2018	4,202,000	444,000	3,905,000	12,357,000	20,908,000	30,085,000	50,993,000
2019	6,997,000	352,000	2,562,000	484,000	10,395,000	1,138,000	11,533,000
2020	6,781,000	546,000	2,678,000	402,000	10,407,000	0	10,407,000
2021	2,216,000	146,000	0	0	2,362,000	0	2,362,000
2022	12,640,000	394,000	0	542,000	13,576,000	0	13,576,000
2023	6,322,000	379,000	5,525,000	139,000	12,365,000	0	12,365,000
2024	8,575,000	350,000	5,525,000	189,000	14,639,000	17,640,000	32,279,000

Executive Director Remuneration - ZAR:

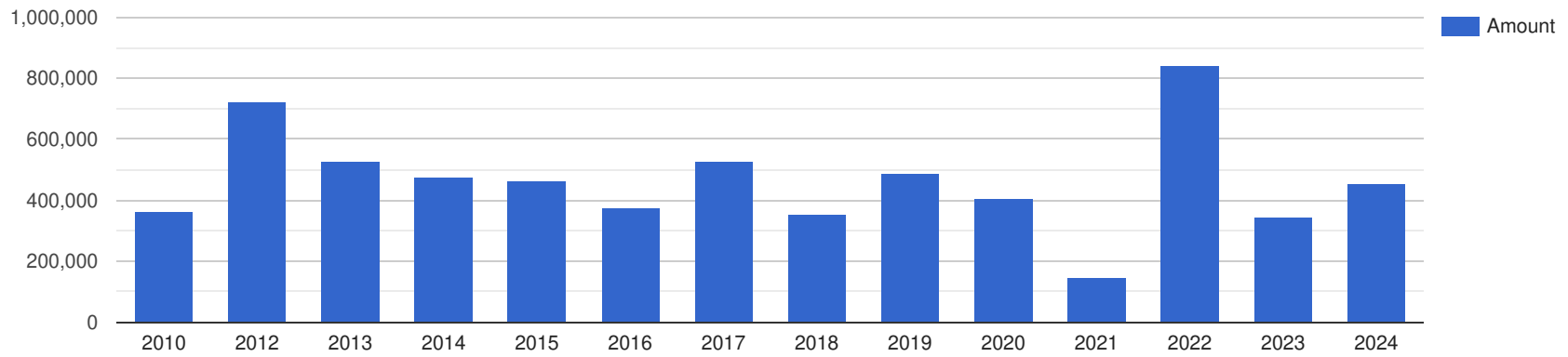
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2010	4	7,333,000	14,637,000	1,833,250	3,659,250
2012	5	9,480,000	23,161,000	1,896,000	4,632,200
2013	2	6,759,000	15,739,000	3,379,500	7,869,500
2014	2	7,298,000	19,770,000	3,649,000	9,885,000
2015	2	7,777,000	16,288,000	3,888,500	8,144,000
2016	2	8,346,000	13,517,000	4,173,000	6,758,500
2017	4	11,239,000	20,385,000	2,809,750	5,096,250
2018	5	14,195,000	35,078,000	2,839,000	7,015,600
2019	2	10,822,000	16,056,000	5,411,000	8,028,000
2020	7	10,756,000	16,297,000	1,536,571	2,328,143
2021	2	3,829,000	4,093,000	1,914,500	2,046,500
2022	5	17,894,000	19,379,000	3,578,800	3,875,800
2023	2	9,004,000	16,524,000	4,502,000	8,262,000
2024	2	11,392,000	19,181,000	5,696,000	9,590,500

Company Directors Fee Changes

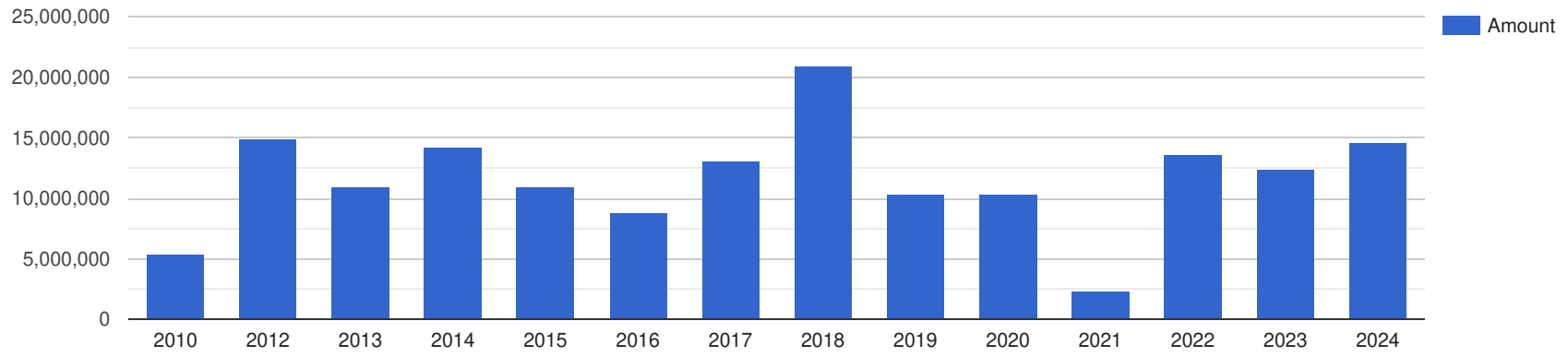
CEO Salary - ZAR



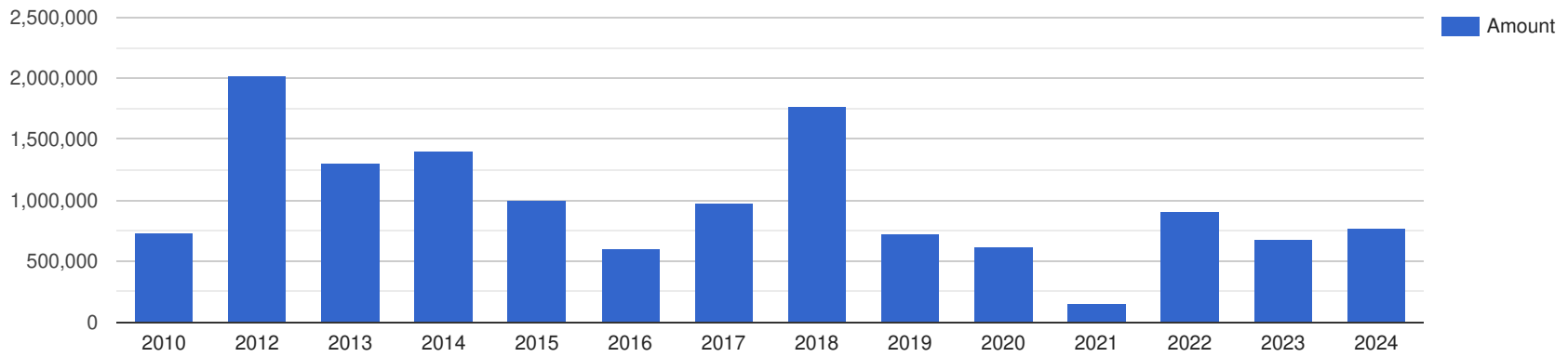
CEO Salary - USD



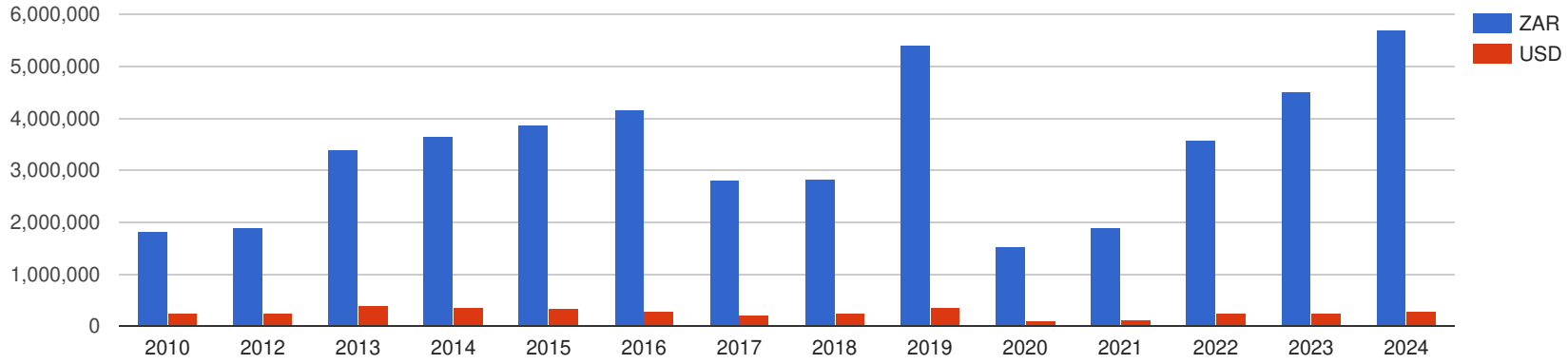
CEO Remuneration - ZAR



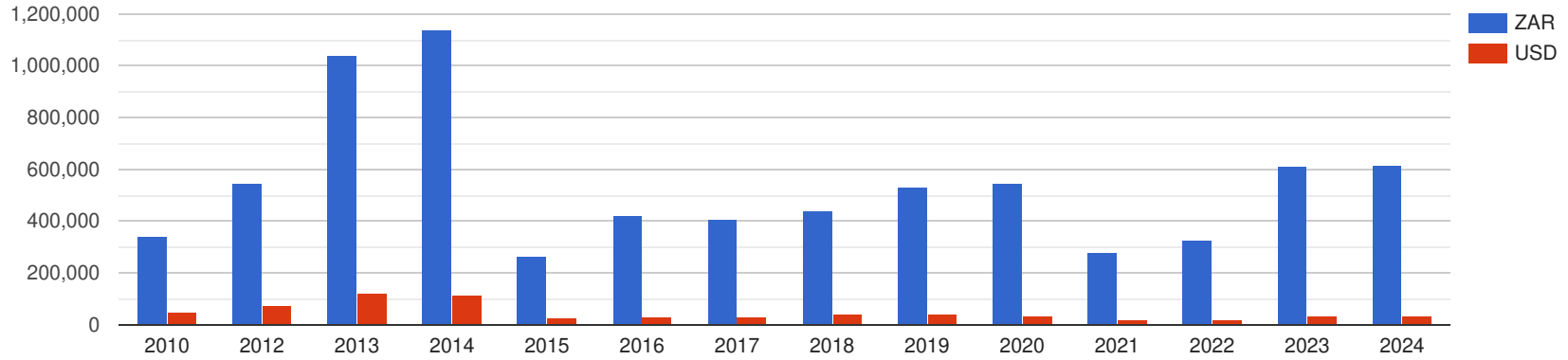
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2010	0	0	2969
2011	0	0	12829
2012	0	0	12871
2013	0	0	12500
2014	9492	3480	12972
2015	9079	3768	12847
2016	10887	3468	14355
2017	0	0	22700
2018	0	0	0
2019	15800	0	0
2020	6596	0	6596
2021	5844	0	5844
2022	7013	0	7013
2023	8303	0	8303
2024	0	0	8625

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	Yes	No	Only located in South Africa. The group was undergoing a merger in 2011 and released only the financial data.
Mozambique	No	No	Maputo Southern Sun
Tanzania	No	No	Dar Es Salaam Southern Sun
Nigeria	No	No	Souther Sun Ikoyi Lagos
Zambia	No	No	Souther Sun Ridgeway Lusaak / Stay Easy Lusaka Opened November 2011
Kenya	No	No	Southern Sun Mayfair Nairobi
Seychelles	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	14	9492	3480	12972	0	22.400	0	0	No
Tanzania	2014	0	0	0	0	0	0	0	0	No
Kenya	2014	0	0	0	0	0	0	0	0	No
Mozambique	2014	0	0	0	0	0	0	0	0	No
Nigeria	2014	0	0	0	0	0	0	0	0	No
Seychelles	2014	0	0	0	0	0	0	0	0	No
Zambia	2014	0	0	0	0	0	0	0	0	No