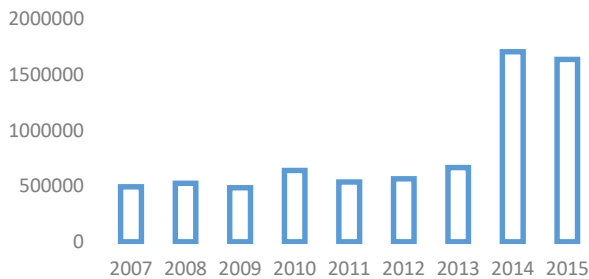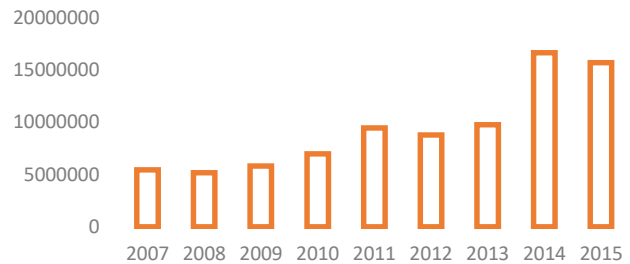# FACT SHEET: Director Remuneration – Diversified Holdings
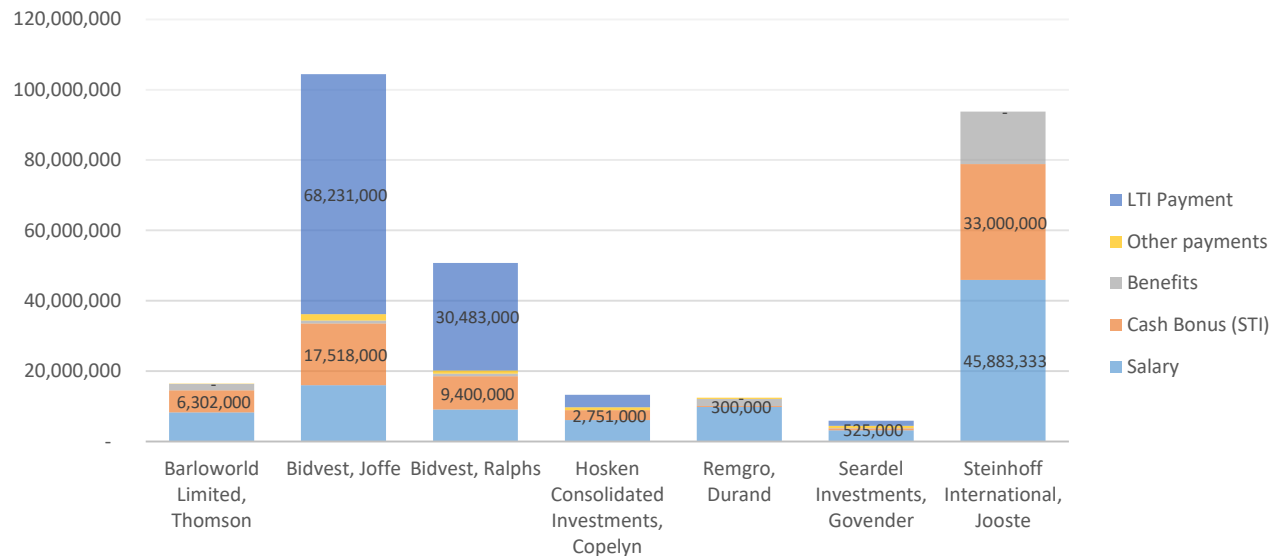
Average Non-Executive Remuneration (ZAR): Excl LTI

Average Executive Remuneration (ZAR): Excl LTI

DIVERSIFIED HOLDINGS CEO REMUNERATION (ZAR) 2016

Legend:
- LTI Payment
- Other payments
- Benefits
- Cash Bonus (STI)
- Salary

The companies within the diversified holdings sector which LTIs payments were not clearly stated and who need to improve their reporting methodologies are **Steinhoff and Barloworld.**

The unbundling that took place in Bidvest during 2016 saw the previous **CEO, Brian Joffe** retire on 23 May 2016 and **Lindsay Peter Ralphs** appointed as new CEO. Brian Joffe received an LTI **of R 68,231,000** and Lindsay Peter Ralphs who exercised the position for only a month received an LTI of **R 30,483,000. As a result, Brian Joffe** had the highest overall remuneration in the sector with a **R 104,389,000 payment. The Steinhoff International CEO, Markus Jooste** boasted with the second highest remuneration package (excluding LTI) across the entire research. In total his remuneration package amounted to **R 93,750,000** which comprised of **a basic salary of R 45,883,333.**
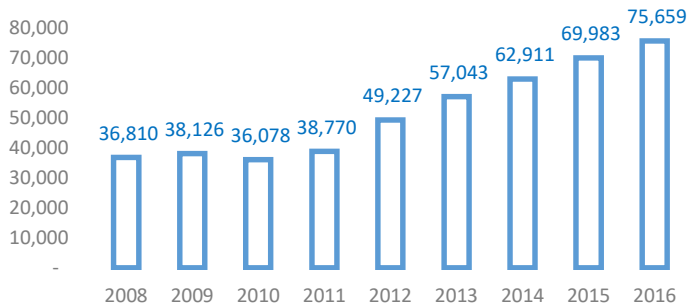
The average annual growth rate of Executive and Non-Executive Director's remuneration has been decreasing at **-6%** and **-4%** respectively between 2015 and 2016.

LRS Labour Research Service

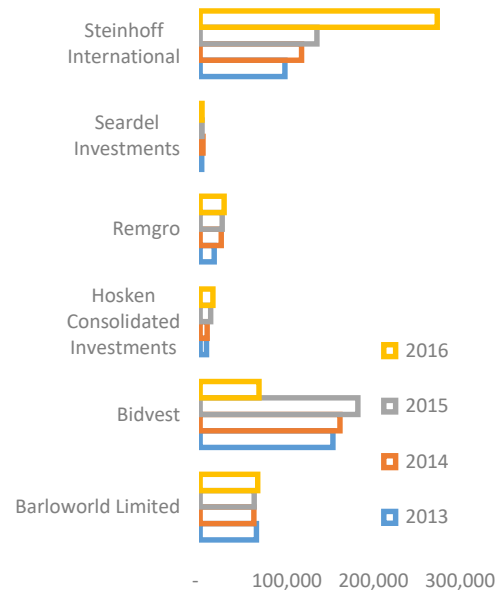# FACT SHEET: Revenue and Profit – Diversified Holdings

REVENUE:

On average the companies within the diversified holdings sector experienced an average revenue growth rate of **8%.** On a company level, it is seen that Steinhoff International nearly doubled its revenue. *This is, however, due to the fact that the company changed its financial year-end.* The revenue accounted for is thus for a period of 15 months instead of twelve. The dramatic decrease in revenue at Bidvest can also be explained due to the fact that the company *unbundled the Group's food services businesses*.

Average Revenue 2008 - 2016 (R'mill):Diversified Holdings
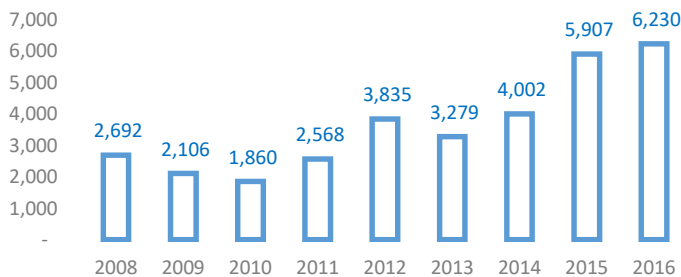

MNC Revenue 2013 - 2016 (R'mill): Diversified Holdings

PROFIT BEFORE TAX:

PBT within the diversified holdings companies

has increased by 5% on average. As previously

stated, Steinhoff International had high-profit levels

based on changes in the manner in which they report.

Remgro experienced negative PBT during 2016.

Average PBT 2008 - 2016 (R'mill): Diversified Holdings

MNC PBT 2013 - 2016 (R'mill): Diversified Holdings