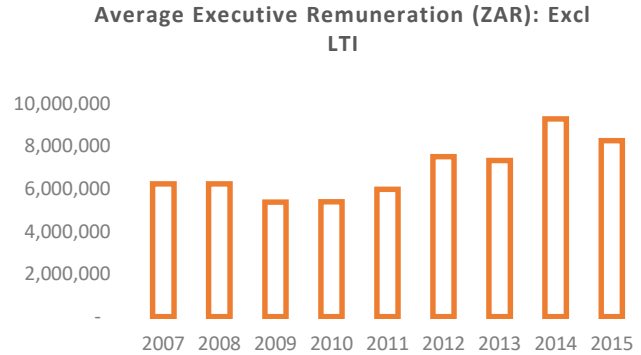
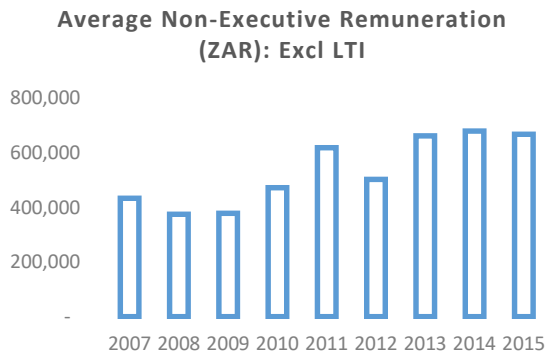


FACT SHEET: Director Remuneration – Food and Beverage Sector

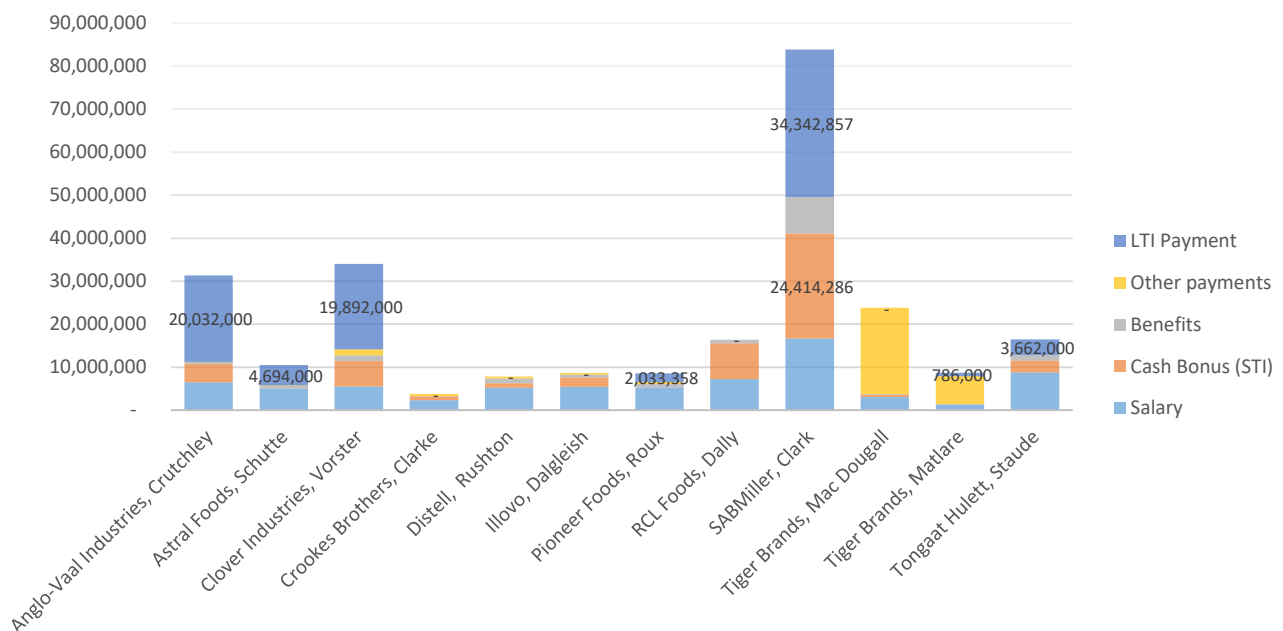


There was a slight decrease in the year-on-year average remuneration growth rate for Non-Executive (-2%) and Executive Directors: (-11%).

Among the companies reviewed as part of the food and beverages sector, **Distell and Illovo** were identified as two MNC's that need to improve on their transparency regarding the total remuneration packages rewarded to their Executive Directors. It was further noted that Tiger Brands appointed a new CEO during 2016.

SAB Miller CEO, Alan Clark, received the highest remuneration package of **R 49,557,143** topped up by an LTI payment of **R 39 342 857**. As a result, he took home **R 83,900,000** in 2016.

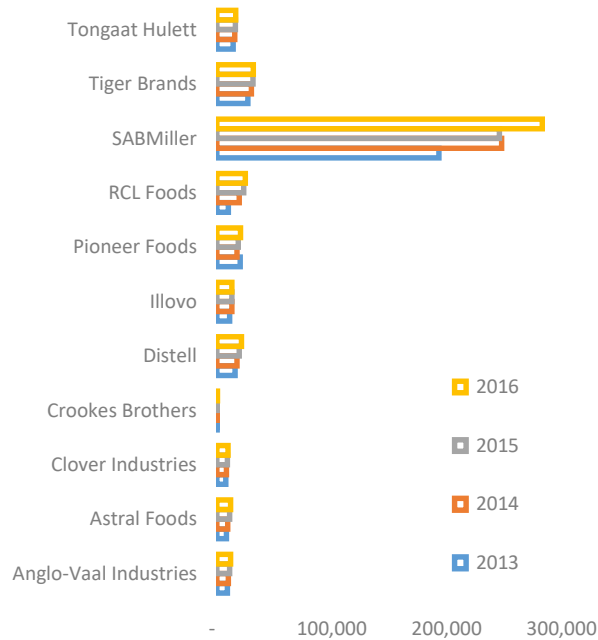
FOOD AND BEVERAGES CEO REMUNERATION (ZAR) 2016



FACT SHEET: Revenue and Profit – Food and Beverage Sector

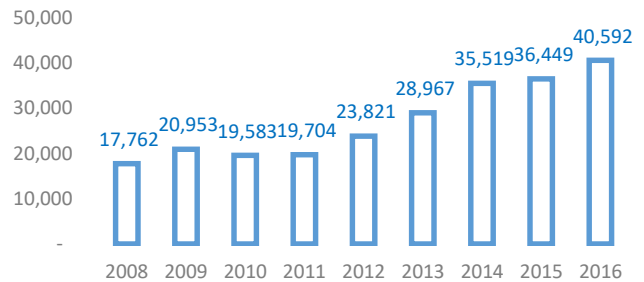
REVENUE:

MNC Revenue 2013 - 2016 (R'mill): Food and Beverage



In the food and beverage sector, SABMiller far outdid the other companies in terms of revenue margins. It is further observable that there has been an overall **11%** increase in average revenue between 2015 and 2016. This increase builds on the increasing revenue levels experienced since 2008.

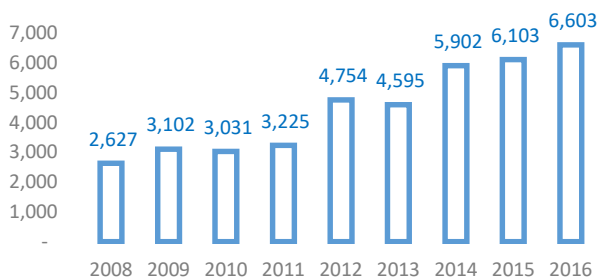
Average Revenue 2008 - 2016 (R'mill): Food and Beverage



PROFIT BEFORE TAX:

The PBT in the food and beverage sector shows a similar trend to that of the revenue illustrated above. An **8%** increase in PBT was experienced between 2015 and 2016.

Average PBT 2008 - 2016 (R'mill): Food and Beverage



MNC PBT 2013 - 2016 (R'mill): Food and Beverage

