

LEADERSHIP PROFILES 2021

There are five executive committees within the group:

- The SPAR Executive Committee (South Africa)
- The BWG Group Executive Committee (Ireland)
- The SPAR Switzerland Executive Committee
- The SPAR Poland Executive Committee
- The SPAR Sri Lanka Executive Committee

These committees are responsible for implementing the company's strategy and carrying out the day-to-day activities of the group. The Group Chief Executive Officer (CEO), Brett Botten and Group Chief Financial Officer (CFO), Mark Godfrey are based at head office in Pinetown, Durban, South Africa. They are executive directors on the board of directors (board) and they sit on all of the above committees.

The membership, qualifications and experience of the Executive Committee members are available below.

EXECUTIVE MANAGEMENT

Brett Botten (57)

BCom, CA(SA)

Group CEO

Joined the group in 1994

Appointed CEO and to the board: 1 March 2021

Member of the Risk Committee

Member of the Social and Ethics Committee

Brett is a qualified Chartered Accountant (South Africa) and holds a BCom Accounting degree from the University of Port Elizabeth. He joined the group in 1994 and is the current Managing Director of SPAR South Rand division, a position which he held since 2010, and a member of the SPAR Guild of Southern Africa. Brett has also previously served as the Managing Director of SPAR North Rand, SPAR Lowveld and SPAR Eastern Cape divisions.

Mark Godfrey (56)

BCom, CA(SA)

Group CFO

Joined the group in 1996

Appointed to the board: October 2010

Member of the Risk Committee

Mark served in financial management positions in various group operations and was appointed Group CFO in 2010.

**SOUTH AFRICA****Laurence Balcomb (50)****CA(SA)****Finance Executive***Joined the group in 2018*

Laurence was the Managing Director of Clientele General Insurance Ltd and divisional director at Liberty Group, responsible for cost and efficiency improvement initiatives across the South African retail business. He has spent over 16 years in financial services in various senior roles including sales and marketing, finance, operations and strategy.

Desmond Borrageiro (47)**Managing Director SPAR South Rand division***Joined the group in 1996*

Member of The SPAR Guild of Southern Africa

Desmond served in retail operations positions in various group operations before being appointed divisional Retail Operations Director at the SPAR South Rand division. He was appointed Managing Director of the SPAR North Rand division in 2012. In 2021, he was appointed Managing Director of SPAR South Rand division.

Robert Brink (49)**Group Merchandise Executive***Joined the group in 2006*

Robert served in various marketing positions ranging from Buyer and Purchasing Manager to Promotions and Advertising Manager in the Western Cape division (serving the Western Cape and Namibia regions). He was appointed Divisional Marketing Executive for the Western Cape distribution centre in June 2019. In April 2021, he was appointed as Group Merchandise Executive.

Solomon Engelbrecht (56)**BCom (Hons)****Group Logistics Executive***Joined the group in 1994*

Solomon joined the group as the Human Resources Development Manager before being appointed as the Warehouse Systems Manager and then the Distribution Director of the Western Cape division. He was appointed as Group Logistics Executive in September 2018.

**Mark Huxtable (60)****MDP****Chief Information Officer***Joined the group in 2019*

Member of The SPAR Guild of Southern Africa

Mark served the group in various information technology (IT) roles from 1981 and spent two years in buying management. He was appointed to the SPAR board as IT Executive in 1997. He left the group and over the past 20 years Mark has served on the boards of various IT and retail companies, both locally and abroad. Mark was appointed Group IT Executive in September 2019.

Conrad Isaac (60)**Retail Operations Executive***Joined the group in 1982*

Chairman of The Build it Guild of Southern Africa

Member of The SPAR Guild of Southern Africa's Social and Ethics Committee

Conrad is the previous Human Resources Director and Managing Director of the SPAR Eastern Cape division. He was appointed Retail Operations Executive in October 2019.

Jerome Jacobs (50)**Managing Director SPAR North Rand Division***Joined the group in 1990*

Member of The SPAR Guild of Southern Africa

Jerome began his career in 1990 at the SPAR Western Cape division, and held various roles within the marketing and merchandising department. In 2010, he joined the SPAR North Rand division as Marketing Director and in 2019 took over the role of Marketing Director at SPAR South Rand. In 2021, he was appointed Managing Director for the SPAR North Rand division.

Rob Lister (65)**Managing Director Build it division***Joined the group in 2000*

Chairman of The Build it Guild of Southern Africa

Member of The SPAR Guild of Southern Africa's Social and Ethics Committee

Rob held the position of Divisional Build it Marketing Director for 19 years. He was appointed as Managing Director of the Build it division in October 2019.

**Kevin O'Brien (59)****BA, LLB, BSocSc (Hons), MSt (Cantab)****Acting Company Secretary***Effective 25 March 2021*

Kevin was the Company Secretary prior to being appointed as the Group Sustainability, Risk and Governance Executive and will act as Company Secretary for a limited period until a permanent Company Secretary is appointed. Kevin has served in personnel, human resources and property management positions in various group operations, including as a former General Manager of Capper and Company, a SPAR distribution operation in the United Kingdom.

Max Oliva (45)**BTech, MBA****Managing Director SPAR KwaZulu-Natal division***Joined the group in 1995*

Member of The SPAR Guild of Southern Africa

Max joined the group as a management trainee where he served in various logistics roles across three divisions. He served as the Logistics Director in both the South Rand and KwaZulu-Natal divisions over a period of 10 years before being seconded to BWG Foods in 2015 to head up the supply chain function for SPAR in Ireland and South West England. Max was appointed as Managing Director of the SPAR KwaZulu-Natal division in 2017.

Mike Prentice (53)**BCom, LLB****Group Marketing Executive***Joined the group in 1991*

Member of The SPAR Guild of Southern Africa

Mike served in marketing management positions in various group operations before being appointed as Marketing Director of the SPAR North Rand division. He was appointed Group Marketing Executive in 2007.

Blake Raubenheimer (44)**Group Omnichannel Executive***Joined the group in 2021*

Blake holds a BComm Degree in Economics. Prior to joining SPAR, he was Head of Digital Transformation for Unilever's Africa business and has held senior leadership roles across digital, merchandising and marketing at Massmart and the Mr Price Group.

**Angelo Swartz (40)****Managing Director SPAR Eastern Cape division***Joined the group in 2007*

Member of The SPAR Guild of Southern Africa

Angelo joined the group as a Project Manager and has since held positions as Senior Retail Operations Manager, Business Development Manager, Regional Executive and Divisional Director for Build it and Divisional Retail Operations Director. He was appointed as Managing Director of the SPAR Eastern Cape division in October 2019.

Thuli Tabudi (53)**PhD****Human Resources Executive***Joined the group in 1999*

Thuli is the previous Human Resources Director of the SPAR South Rand division. She was appointed as Human Resources Executive in 2007.

Martin Webber (46)**Managing Director SPAR Lowveld division***Joined the group in 2001*

Member of The SPAR Guild of Southern Africa

Martin joined the group as a buyer before being appointed as Purchasing Manager of the Eastern Cape division. He served as the Marketing Director in both the Eastern Cape and South Rand divisions and assumed the position of Managing Director of the SPAR Lowveld division in April 2019.

Alison Zweers (51)**BA (Hons)****Managing Director SPAR Western Cape division and Namibia***Joined the group in 2005*

Member of The SPAR Guild of Southern Africa

Alison held the position of Human Resources Director in the Lowveld division for seven years prior to being appointed to the dual portfolio of Human Resources Director for South Rand and Lowveld divisions. She was appointed Managing Director of SPAR Lowveld in 2016 and assumed the position of Managing Director of the SPAR Western Cape division and Namibia in April 2019.

BWG GROUP**Leo Crawford (62)****Group Chief Executive**

Chairman: SPAR Ireland and Group Chief Executive: BWG Group

Leo joined BWG Foods in 1996 as Managing Director and was appointed Chief Executive of BWG Group in 1999. He was appointed to the SPAR International Board in 2001 and was elected President of SPAR International in 2005. From June 2010 to June 2011, Leo served as President of the Irish Business and Employers Confederation (IBEC).

Aidan Keane (56)**Group Finance Director**

Aidan was appointed Chief Finance Officer of BWG Group in October 2020, having served as BWG Foods Finance Director since 2001. Prior to BWG Foods, Aidan has held CFO roles in Tayto, Cityjet and Eurofilm.

Aidan qualified as a Chartered Accountant while with KPMG in 1990. He holds a Bachelor of Commerce Degree from NUI Galway and Post-Graduate Diploma in Professional Accounting from UCD.

SPAR SWITZERLAND**Rob Philipson (53)****Chief Executive Officer SPAR Switzerland and Chairman SPAR Sri Lanka**

Joined the group in 1996

Rob served in retail operations positions in various group operations and was the Managing Director of the SPAR KwaZulu-Natal division. He is currently the Chief Executive Officer of SPAR Switzerland and Chairman of SPAR Sri Lanka.

Gary Alberts (49)**Chief Operating Officer SPAR Switzerland**

Joined the group in 1992

Gary served in various retail operations positions in group operations, both locally and internationally, before being appointed Divisional Retail Operations Director of the SPAR KwaZulu-Natal division. He was appointed as Retail Operations Director in Switzerland in 2017 and assumed the position of Chief Operating Officer of SPAR Switzerland in 2019.

Reto Suhner (54)**Chief Financial Officer SPAR Switzerland**

Reto joined the SPAR brand as Head of the Fiduciary Department for Franchisers of SPAR Switzerland. Within two years, he transitioned to the position of Finance Manager. At the beginning of 2020, he was promoted to Chief Financial Officer of SPAR Switzerland. He also serves on the Board of Trustees of the SPAR pension fund.



SPAR POLAND

Rob Philipson (53)

(Refer to SPAR Switzerland above)

Rob was appointed to the SPAR Poland board in 2019 as a supervisory board member.

Wayne Hodson (48)

Chief Executive Officer

Joined the group in 1999

Wayne served in the group's corporate stores, before moving to the SPAR KwaZulu-Natal Distribution Centre where he worked in Retail Operations, Development and New Business, before being appointed as Chief Executive Officer SPAR Sri Lanka in November 2017. He has been serving as the Chairman of the Management Board SPAR Poland since October 2020.

Tomasz Syller (55)

Business Development Executive

Tomasz is an MBA graduate (Nottingham Trent University) and has over 20 years' executive level experience in distribution and voluntary retail chains, in addition to experience in production. In the past 12 years, he has been strongly committed to the development of SPAR in Poland. His areas of expertise include strategic management, operations in traditional retail and wholesale market, commercial (sales, procurement) management and HR management.

Jakub Karbowski (46)

Chief Financial Officer

Jakub has a university degree in Economics and is a fellow member of the CIMA Institute, holding the titles of Fellow Chartered Management Accountant and Chartered Global Management Accountant. He has auditor's experience in the Big Four accounting firms and many years' experience in top managerial positions as Chief Financial Officer and board member, as well as several years serving as supervisory board member in subsidiaries. He has worked for different industries including manufacturing, real estate and pharmaceuticals and has been involved in retail for the past eight years.

Trevor Blunden (58)

Commercial Director

Joined the group in 1988

Trevor was appointed Commercial Director of SPAR Poland in February 2021. Having joined the group in 1988, he spent nine years in the promotions and buying departments of the SPAR distribution centre in KwaZulu-Natal. This was followed by a move to retail when he opened his own SPAR store in the Eastern Cape, which he managed for 18 years. He was also a member of the SPAR Eastern Cape Guild for three years. After selling his store in 2015, he joined the Eastern Cape retail operations team, followed by a role heading up the promotions and advertising department in this region, before his secondment to Poland in 2021.

**SPAR SRI LANKA****Rob Philipson (53)**

(Refer to SPAR Switzerland above)

Rob is the Chairman of the Executive Committee of SPAR Sri Lanka.

Martin Schoeman (50)**Chief Executive Officer**

Joined the group in 1993

Martin has served in many senior management and executive roles in Africa and the Gulf Cooperation Council. Martin was appointed as the Chief Executive Officer of SPAR Sri Lanka in 2020 after joining the company as General Manager in 2019. Previous roles with SPAR include being a member of the Executive Committee of SPAR Lowveld and a member of the Executive Committee of Build it prior to that. Martin has also served on the Executive Committee of SPAR Qatar.