



LEADERSHIP PROFILES

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 Financial Director (FD), 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 (56)

BCom, CA(SA)

Group CEO

Appointed 1 March 2021

RC Member of the Risk Committee

SEC 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 (55)

BCom, CA(SA)

Group Financial Director

Joined the group in 1996

Appointed to the board: October 2010

RC Member of the Risk Committee

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

AC Audit Committee

NC Nomination Committee

RC Remuneration Committee

RC Risk Committee

SEC Social and Ethics Committee

SG The SPAR Guild of Southern Africa

SOUTH AFRICA

LAURENCE BALCOMB (49)

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 (46)

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 (48)

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 (55)

BCom (Hons)

Group Logistics Executive

Joined the group in 1994

Solly 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 (59)

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 (59)

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.

SOUTH AFRICA

JEROME JACOBS (49)

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 (64)

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 the Managing Director of the Build it division in October 2019.

KEVIN O'BRIEN (58)

BA, LLB, BSocSc (Hons), MSt (Cantab)

Acting Company Secretary

Effective 25 March 2021

Kevin was the previous 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 (44)

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 Managing Director of the SPAR KwaZulu-Natal division in 2017.

MIKE PRENTICE (52)

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 Marketing Director of the SPAR North Rand division. He was appointed Group Marketing Executive in 2007.

SOUTH AFRICA

ANGELO SWARTZ (39)

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 (52)

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 Human Resources Executive in 2007.

MARTIN WEBBER (45)

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 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 (50)

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 (HR) Director in the Lowveld division for seven years prior to being appointed to the dual portfolio of HR 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 (61)

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).

JOHN O'DONNELL (66)

Group Finance Director

John joined BWG as Group Finance Director in September 2002. Previously John worked for Larry Goodman's meat processing business for 19 years. He was initially involved with acquisitions in Ireland, the UK and overseas and was closely involved with the formation of Food Industries Plc. which was floated on the Irish Stock Exchange in 1998. John was appointed Group Finance Director to Irish Food Processors Ltd, a position he had held since 1991.

SPAR SWITZERLAND

ROB PHILIPSON (52)

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 CEO of SPAR Switzerland and Chairman of SPAR Sri Lanka.

GARY ALBERTS (48)

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 Retail Operations Director in Switzerland in 2017 and assumed the position of Chief Operating Officer of SPAR Switzerland in 2019.

RETO SUHNER (53)

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 (52)

(Refer to SPAR Switzerland above)

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

WAYNE HODSON (47)

Vice-Chairman

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 CEO SPAR Sri Lanka in November 2017. He has been serving as the Chairman of the Management Board SPAR Poland since October 2020.

TOMASZ SYLLER (54)

Chief Executive Officer (Wasz Sklep SPAR sp. z o.o.)

Tomasz is a 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.

SPAR POLAND

JAKUB KARBOWIAK (45)

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 CFO 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.

SPAR SRI LANKA

ROB PHILIPSON (52)

(Refer to SPAR Switzerland above)

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

MARTIN SCHOEMAN (49)

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 CEO 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.