## 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 | PO Box 6020 | Parow East | Cape Town | 7501 | +27219381911 |  | www.tfg | 937/01/01 | 2022/03/31 | ZAR |  |

GUF Information
culfin this sector:|signed an IFA:||-A signing Date:
UNI No 0
Sector Information

Sector: Stock Exchange Listings: Major Competitors:
Retail Johannesburg Stock Exchange (JSE) Truworths, Woolworths, PEP. Mr Price

## Five Major Shareholders



## Company Performance Report

Company Performance in US Dollars - USD

| Year End: | Revenue: | Profit Before Tax: | Assets: | Liabilities: |
| :--- | :--- | :--- | :--- | :--- |
| 2008 | $1,118,935,913$ | $215,997,582$ | $868,258,767$ | $368,125,756$ |
| 2009 | $1,183,518,957$ | $210,390,995$ | $1,026,540,284$ | $451,244,076$ |
| 2010 | $1,452,870,620$ | $230,606,469$ | $1,244,865,229$ | $505,606,469$ |
| 2011 | $1,722,924,791$ | $285,668,524$ | $1,490,598,886$ | $662,116,992$ |
| 2012 | $1,958,328,841$ | $337,142,857$ | $278,396,226$ | $807,574,124$ |
| 2013 | $1,915,882,353$ | $319,258,824$ | $1,810,188,235$ | $898,505,882$ |
| 2014 | $1,620,089,109$ | $235,158,416$ | $1,693,386,139$ | $892,405,941$ |
| 2015 | $1,676,672,694$ | $206,745,027$ | $1,675,714,286$ | $940,307,414$ |
| 2016 | $1,612,111,337$ | $205,105,227$ | $1,500,006,789827,861,507$ |  |
| 2017 | $1,965,297,619$ | $238,377,976$ | $1,639,583,333$ | $856,882,440$ |
| 2018 | $2,674,851,569$ | $287,455,471$ | $2,359,779,4741,234,054,283$ |  |
| 2019 | $2,370,292,625$ | $248,689,789$ | $2,085,869,187$ | $1,091,408,911$ |
| 2020 | $2,309,804,957$ | $201,081,769$ | $2,530,853,229$ | $1,573,793,816$ |
| 2021 | $2,372,228,518-114,172,389$ | $2,618,058,796$ | $1,470,735,284$ |  |
| 2022 | $3,078,852,951$ | $268,682,894$ | $2,888,476,159$ | $1,612,190,730$ |

## Company Performance in South African Rand - ZAR

| Year $=$ nd: | Revenue: | -roitt Before 1ax: | Assets: | Labilities: |
| :---: | :---: | :---: | :---: | :---: |
| 2008 | 9,253,600,000 | 1,786,300,000 | 7,180,500,000 | 3,044,400,000 |
| 2009 | 9,988,900,000 | 1,775,700,000 | 8,664,000,000 | ,000 |
| 2010 | 10,780,300,000 | 1,711,100,000 | 9,236,900,000 | 3,751,600,000 |
| 2011 | 12,370,600,00 | 2,051,100,000 | 10,702,500,000 | 4,754,000,000 |
| 2012 | 14,530,800,000 | 2,501,600,000 | 2,065,700,000 | 5,992,200,000 |
| 2013 | 16,285,000,000 | 2,713,700,000 | 15,386,600,000 | 7,637,300,000 |
| 2014 | 16,362,900,000 | ,375,100,000 | 17,103,200,00 | ,,013,300,000 |
| 2015 | 18,544,000,000 | 2,286,600,000 | 18,533,400,00 | 0,399,800,000 |
| 2016 | 23,746,400,00 | 3,021,200,000 | 22,095,100,00 | 2,194,400,000 |
| 2017 | 26,413,600,000 | 3,203,800,000 | 22,036,000,00 | 1,516,500,000 |
| 2018 | 31,536,500,000 | 3,389,100,000 | 27,821,800,000 | 4,549,500,000 |
| 2019 | 34,101,400,000 | 3,577,900,000 | 30,009,400,000 | 15,702,100,000 |
| 2020 | 38,476,500,000 | 3,349,600,000 | 42,158,700,000 | 26,216,100,000 |
| 2021 | 35,585,800,000 | -1,712,700,000 | 39,273,500,000 | 22,062,500,000 |
| 2022 |  | 28,900,000 | $43,312,700,000$ | ,174,800,00 |

## 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: | Year on Board? | I year in position?: |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | Murray | AD | Male | Yes | No |
| 2009 | Murray | AD | Male | Yes | Yes |
| 2010 | Murray | AD | Male | Yes | Yes |
| 2011 | Murray | AD | Male | Yes | Yes |
| 2012 | Murray | AD | Male | Yes | Yes |
| 2013 | Murray | AD | Male | Yes | Yes |
| 2014 | Murray | AD | Male | Yes | Yes |
| 2015 | Murray | AD | Male | Yes | Yes |
| 2016 | Murray | AD | Male | Yes | Yes |
| 2017 | Murray | AD | Male | Yes | Yes |
| 2018 | Murray | AD | Male | Yes | Yes |
| 2019 | Murray | AD | Male | No | No |
| 2019 | Thunström | Anthony.E | Male | No | No |
| 2020 | Thunström | Anthony.E | Male | Yes | Yes |
| 2021 | Thunström | Anthony.E | Male | Yes | Yes |
| 2022 | Thunström | Anthony.E | Male | Yes | Yes |

CEO Remuneration - USD:

| Financial Year: | Salary: | enettis: | Cash Bonus | Other: | \|rotal Annua | Lil Payment: | otal Incuding Lir |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 303,204 | 74,305 | 0 | 0 | 377,509 | 614,904 | 992,414 |
| 2009 | 389,769 | 86,157 | 0 | 0 | 475,926 | 489,536 | 965,463 |
| 2010 | 478,978 | 113,911 | 202,785 | 0 | 795,674 | 74,341 | 870,015 |
| 2011 | 541,741 | 124,680 | 874,903 | 0 | 1,541,323 | 0 | 1,541,323 |
| 2012 | 634,596 | 134,582 | 851,402 | 0 | 1,620,580 | 0 | 1,620,580 |
| 2013 | 595,765 | 128,506 | 0 | 1,447,059 | 2,171,329 | 0 | 2,171,329 |
| 2014 | 515,178 | 112,158 | 456,941 | 0 | 1,084,277 | 99,010 | 1,183,287 |
| 2015 | 516,863 | 110,723 | 510,967 | 0 | 1,138,553 | 0 | 1,138,553 |
| 2016 | 435,431 | 62,532 | 472,485 | 29,056 | 999,504 | 413,347 | 1,412,851 |
| 2017 | 622,240 | 87,924 | 334,821 | 33,921 | 1,078,906 | 1,021,890 | 2,100,796 |
| 2018 | 751,985 | 101,518 | 1,011,289 | 45,530 | 1,910,322 | 1,481,866 | 3,392,188 |
| 2019 | 762,390 | 158,032 | 1,544,777 | 114,555 | 2,579,753 | 3,698,672 | 6,278,425 |
| 2020 | 472,182 | 98,175 | 0 | 50,060 | 620,417 | 73,502 | 693,919 |
| 2021 | 515,259 | 108,433 | 570,229 | 0 | 1,193,920 | 2,582,961 | 3,776,882 |
| 2022 | 547,676 | 119,213 | 0 | 706,636 | 1,373,525 | 907,036 | 2,280,560 |

## Executive Director Remuneration - USD

| FInancial Year: | No. of EDS | Iotal Salary: | Cash Bonus | Other: \|1otal Annual |
| :---: | :---: | :---: | :---: | :---: |
| 2008 | 3 | 808,259 | 1,003,869 | 269,420 334,623 |
| 2009 | 2 | 618,154 | 795,560 | 309,077 397,780 |
| 2010 | 3 | 1,002,974 | 1,653,887 | 334,325 551,296 |
| 2011 | 3 | 1,123,203 | 3,022,047 | 374,401 1,007,349 |
| 2012 | 3 | 1,322,453 | 3,219,434 | 440,818 1,073,145 |
| 2013 | 3 | 1,241,059 | 4,013,812 | 413,686 1,337,937 |
| 2014 | 3 | 1,073,178 | 2,160,851 | 357,726 720,284 |
| 2015 | 3 | 1,047,848 | 3,085,172 | 349,283 1,028,391 |
| 2016 | 4 | 695,268 | 1,924,786 | 173,817 481,197 |
| 2017 | 2 | 872,865 | 1,480,268 | 436,432 740,134 |
| 2018 | 2 | 1,093,511 | 2,625,810 | 546,756 1,312,905 |
| 2019 | 3 | 843,171 | 2,678,022 | 281,057 892,674 |
| 2020 | 2 | 793,108 | 1,028,863 | 396,554 514,432 |
| 2021 | 2 | 867,782 | 1,859,029 | 433,891 929,515 |
| 2022 | 2 | 948,503 | 2,160,587 | 474,251 1,080,293 |

## Non-Executive Director Remuneration - USD:

| \|Financial | Year: | No. of NEDS: | Total Fees: |
| :--- | :--- | :--- | :--- |
| 2008 | 8 | 260,508 | 32,563 |
| 2009 | 8 | 254,381 | 31,798 |
| 2010 | 8 | 322,973 | 40,372 |
| 2011 | 9 | 423,315 | 47,035 |
| 2012 | 9 | 453,706 | 50,412 |
| 2013 | 9 | 377,965 | 41,996 |
| 2014 | 9 | 336,970 | 37,441 |
| 2015 | 9 | 378,752 | 42,084 |
| 2016 | 10 | 278,676 | 27,868 |
| 2017 | 9 | 366,741 | 40,749 |
| 2018 | 9 | 483,206 | 53,690 |
| 2019 | 9 | 438,566 | 48,730 |
| 2020 | 11 | 483,424 | 43,948 |
| 2021 | 11 | 665,732 | 60,521 |
| 2022 | 11 | 668,673 | 60,788 |

## CEO Remuneration - ZAR

| FInancial Year: | Salary: | Benetits: | Cash Bonus | Other | Iotal Annu | yment | tall 1 cluding Lill |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 2,507,500 | 614,500 | 0 | 0 | 3,122,000 | 5,085,260 | 8,207,260 |
| 2009 | 3,345,000 | 739,400 | 0 | 0 | 4,084,400 | 4,201,200 | 8,285,600 |
| 2010 | 3,543,000 | 842,600 | 1,500,000 | 0 | 5,885,600 | 549,900 | 6,435,500 |
| 2011 | 3,889,700 | 895,200 | 6,281,800 | 0 | 11,066,700 | 0 | 11,066,700 |
| 2012 | 4,708,700 | 998,600 | 6,317,400 | 0 | 12,024,700 | 0 | 12,024,700 |
| 2013 | 5,064,000 | 1,092,300 | 0 | 12,300,000 | 18,456,300 | 0 | 18,456,300 |
| 2014 | 5,203,300 | 1,132,800 | 4,615,100 | 0 | 10,951,200 | 1,000,000 | 11,951,200 |
| 2015 | 5,716,500 | 1,224,600 | 5,651,300 | 0 | 12,592,400 | 0 | 12,592,400 |
| 2016 | 6,413,900 | 921,100 | 6,959,700 | 428,000 | 14,722,700 | 6,088,600 | 20,811,300 |
| 2017 | 8,362,900 | 1,181,700 | 4,500,000 | 455,900 | 14,500,500 | 13,734,200 | 28,234,700 |
| 2018 | 8,865,900 | 1,196,900 | 11,923,100 | 536,800 | 22,522,700 | 17,471,200 | 39,993,900 |
| 2019 | 10,968,500 | 2,273,600 | 22,224,700 | 1,648,100 | 37,114,900 | 53,212,800 | 90,327,700 |
| 2020 | 7,865,600 | 1,635,400 | 0 | 833,900 | 10,334,900 | 1,224,400 | 11,559,300 |
| 2021 | 7,729,400 | 1,626,600 | 8,554,000 | 0 | 17,910,000 | 38,747,000 | 56,657,000 |
| 2022 | 8,212,400 | 1,787,600 |  | 10,596,000 | 20,596,000 | 13,601,000 | 34,197,000 |

## Executive Director Remuneration - ZAR

| Inancial Year: | No. of EDS | Iotal Salary: | neratio | Average Salary | Average Remuneration |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2008 | 3 | 6,684,300 | 8,302,000 | 2,228,100 | 2,767,333 |
| 2009 | 2 | 5,305,000 | 6,827,500 | 2,652,500 | 3,413,750 |
| 2010 | 3 | 7,419,000 | 12,233,800 | 2,473,000 | 4,077,933 |
| 2011 | 3 | 8,064,600 | 21,698,300 | 2,688,200 | 7,232,767 |
| 2012 | 3 | 9,812,600 | 23,888,200 | 3,270,867 | 7,962,733 |
| 2013 | 3 | 10,549,000 | 34,117,400 | 3,516,333 | 11,372,467 |
| 2014 | 3 | 10,839,100 | 21,824,600 | 3,613,033 | 7,274,867 |
| 2015 | 3 | 11,589,200 | 34,122,000 | 3,863,067 | 11,374,000 |
| 2016 | 4 | 10,241,300 | 28,352,100 | 2,560,325 | 7,088,025 |
| 2017 | 2 | 11,731,300 | 19,894,800 | 5,865,650 | 9,947,400 |
| 2018 | 2 | 12,892,500 | 30,958,300 | 6,446,250 | 15,479,150 |
| 2019 | 3 | 12,130,700 | 38,528,700 | 4,043,567 | 12,842,900 |
| 2020 | 2 | 13,211,600 | 17,138,800 | 6,605,800 | 8,569,400 |
| 2021 | 2 | 13,017,600 | 27,887,300 | 6,508,800 | 13,943,650 |
| 2022 | 2 | 14,222,800 | 32,398,000 | 7,111,400 | 16,199,000 |

## 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 |
| :--- | :--- | :--- | :--- |
| 2008 | 0 | 0 | 0 |
| 2009 | 0 | 0 | 12643 |
| 2010 | 0 | 0 | 16502 |
| 2011 | 0 | 0 | 15864 |
| 2012 | 0 | 0 | 16470 |
| 2013 | 0 | 0 | 17705 |
| 2014 | 16810 | 1088 | 17898 |
| 2015 | 17766 | 150 | 17916 |
| 2016 | 0 | 0 | 22880 |
| 2017 | 0 | 0 | 23470 |
| 2018 | 0 | 0 | 27825 |
| 2019 | 29121 | 0 | 29121 |
| 2020 | 0 | 0 | 29776 |
| 2021 | 34891 | 0 | 34891 |
| 2022 | 38329 | 0 | 38329 |

## Countries of Operation:

| Country of Operation: | Is inis the Home Country? | S there a Recognition Agreement? | Country notes |
| :---: | :---: | :---: | :---: |
| South Africa | Yes | Yes | 2012: SACCAWU remains the trade union with which the group has a formal relationship. In the past year SACCAWU membership rose from $8 \%$ to $11,3 \%$ of eligible employees. The purchase of Prestige Clothing brings with it a SACTWU membership of 687 in addition to current membership of 62 elsewhere in the group. During the year under review the guideline given by the remuneration committee for increases to all staff (other than unionised staff which are subject to negotiation with the union) was set at $7 \%$. In addition to this benchmark increase, appropriate promotional increases were given to relevant staff. In instances where the market benchmarking indicated that base pay was below the appropriate level, out-of-line adjustments were made to base pay. The guideline increase to all staff (other than unionised staff) effective from 1 April 2012 approved by the remuneration committee was 6,5\%. 2013: SACTWU membership at the Maitland and Caledon operations of Prestige has increased marginally from 687 to 690 in relation to last year, and has risen from 62 to 71 in the group's other divisions. |
| Zambia | No | No | Retail turnover emanating from Botswana, Swaziland and Zambia accounts for 0,6\% of the group's turnover. |
| Botswana | No | No | Retail turnover emanating from Botswana, Swaziland and Zambia accounts for 0,6\% of the group's turnover. |
| Namibia | No | No | For the year going forward, a new three-year plan has been submitted and all line managers and union members in Namibia are committed to the new plan. (RA2011) |
| Swaziland | No | No | Retail turnover emanating from Botswana, Swaziland and Zambia accounts for 0,6\% of the group's turnover. 2013: 4 stores in swaziland |
| Lesotho | No | No | 7 stores in Lesotho |
| Nigeria | No | No | 2 stores in Nigeria |

Total Employee Count:


