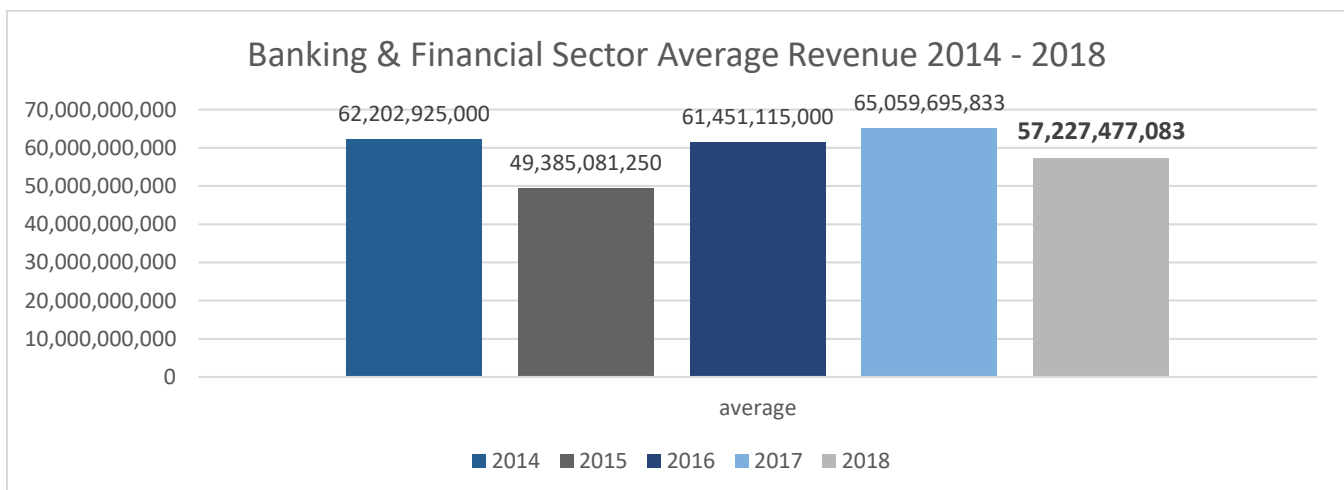
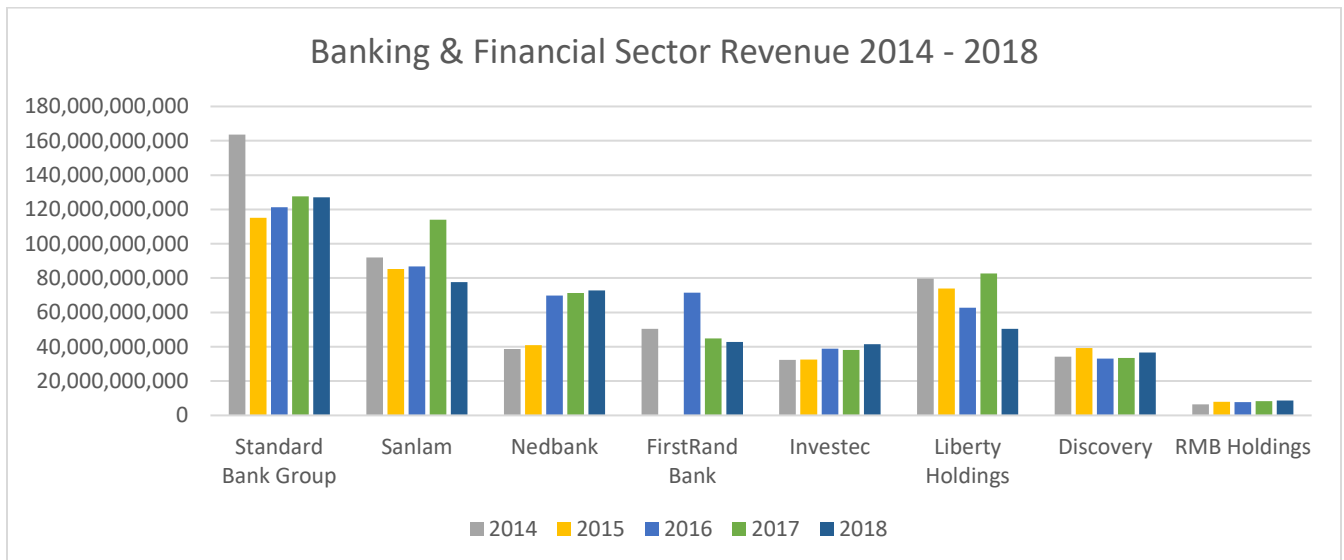


2019 SECTOR REPORT: BANKING AND FINANCIAL SERVICES

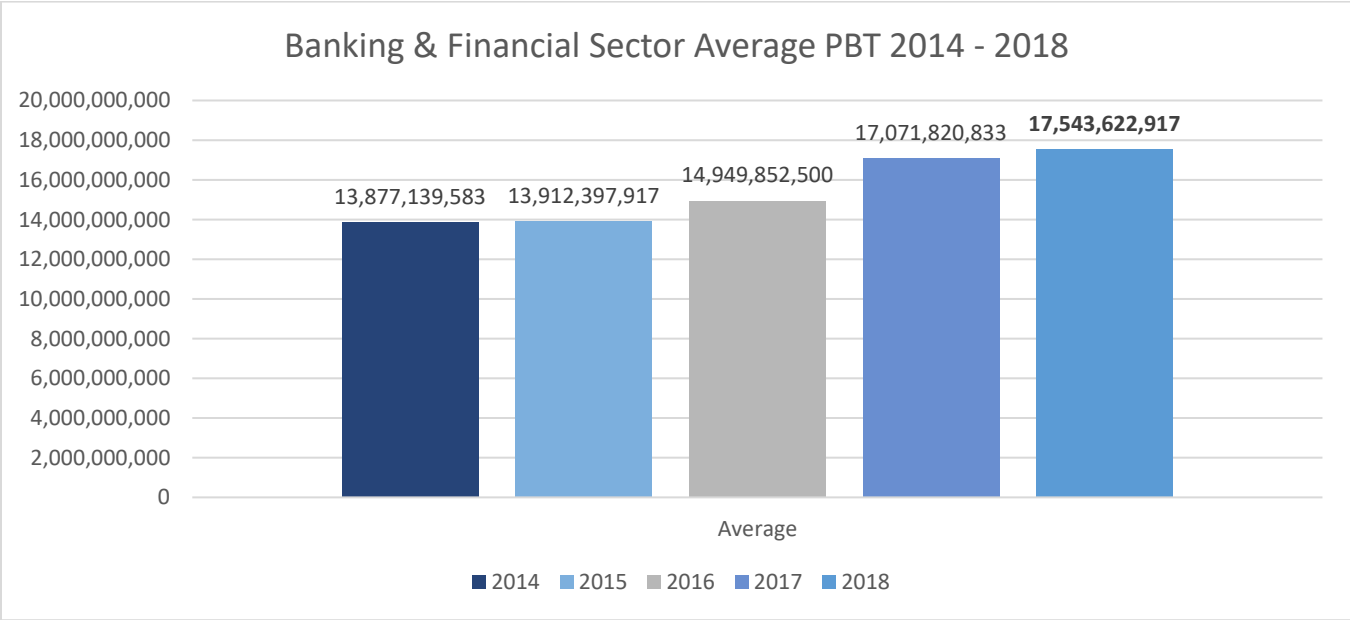
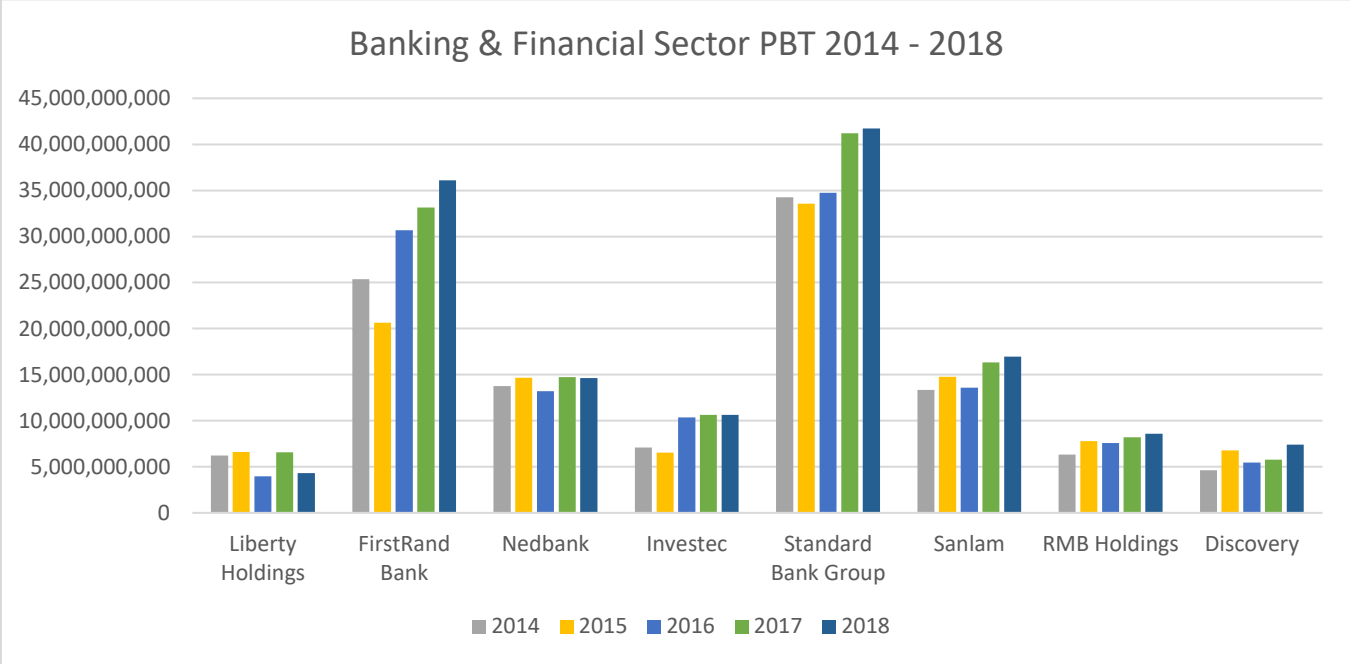
Revenue

In the Banking and Financial Sector in 2018, the Standard Bank Group had the highest revenue at over ZAR 127 billion, and remains the largest in terms of revenue in the Banking and Financial sector sample. The biggest growth over the last financial year was reported by Discovery, who recorded a 9.4% growth in revenue. Both Liberty Holdings and Sanlam reported significant decreases in revenue over the last financial year. On average, revenue stayed stable in this sector with an average increase of around 0.92%.



Profit

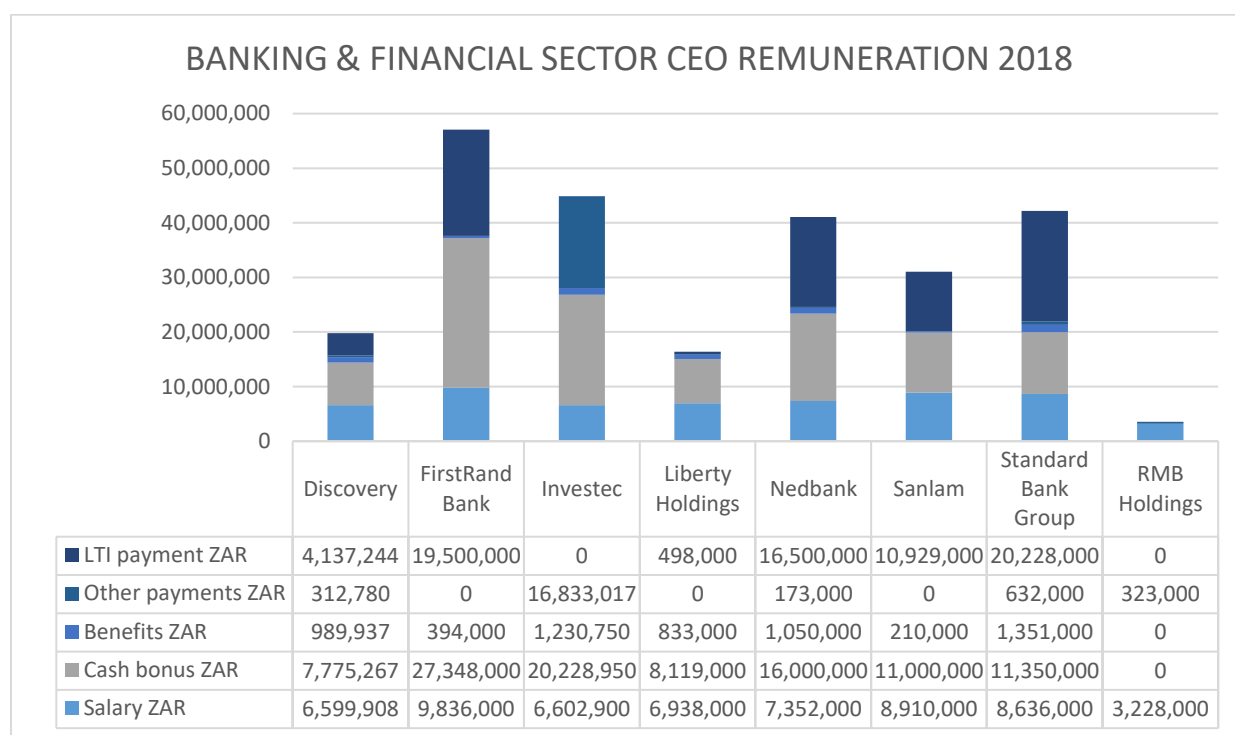
In terms of profit before tax, Standard Bank group remains the biggest earner in the Banking and Financial Sector sample, reporting a profit of ZAR 41 billion. This is an increase of 1.32% over the course of the 2018 financial year. Liberty Holding reported a drop of over 34% in profit before tax. While Sanlam reported significant decrease in revenue, the company reported over ZAR 16 billion in profit before tax. On average, in this sample, profit before tax increase by around 2.76%.



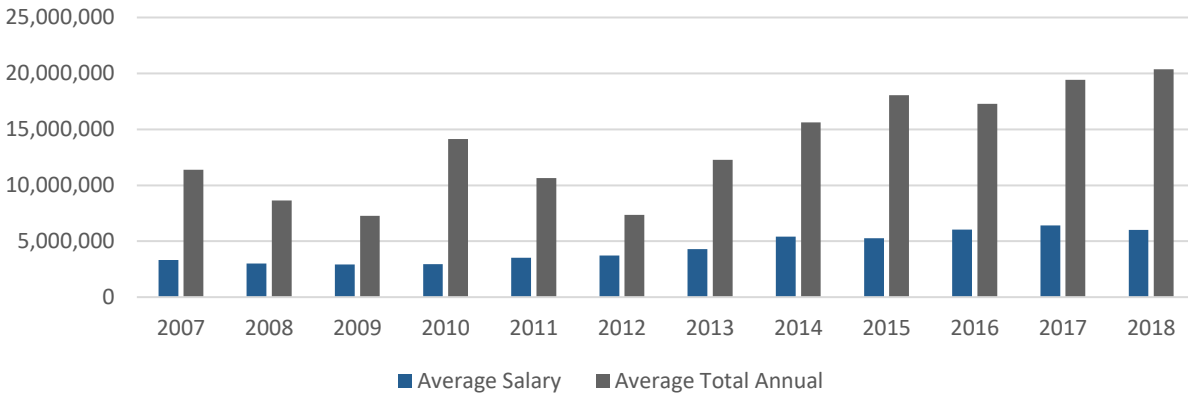
Banking and Financial Services: Executive Pay

FirstRand Bank CEO Johan Burger retired on 31 March 2018, and his position was taken over by his deputy, Alan Pullinger. Burger was paid an LTI of ZAR 19,500,000, and along with a salary of almost ZAR 10,000,000 and a cash bonus of over ZAR 27,000,000 his total remuneration came to ZAR 57,078,000, making him the highest paid CEO in the sample of banking and financial sector companies. The second highest paid in the sample is Investec CEO is Stephen Koseff, who stepped down from the position at the end of September 2018. His total remuneration was almost ZAR 45 million.

On average, executive salary in this sector went down by around 6%. When considering total remuneration, however, this amount increased by 4.9%. Non-executive directors saw a significant increase of over 20% to average total remuneration of ZAR 2.4 million.



Banking & Financial Sector Average ED Salary & Total Remuneration 2007 - 2018



Banking & Financial Sector Average NED Salary & Total Remuneration 2007 - 2018

