

# REUNERT

REUNERT LIMITED



Board members'  
curricula vitae  
**2023**

# Board members' curricula vitae 2023

## Non-executive directors



### Mohamed Husain (62)

*Chair, independent non-executive director*

**Appointed to the Board:**

1 November 2020

**Appointed Chair:**

15 February 2022

**Qualifications:** BProc, Practising Attorney

**Committees**

Investment Committee  
Nomination and Governance Committee (Chair)  
Remuneration Committee

**Other directorships**

Knowles Husain Lindsay Inc

### Expertise

Mohamed Husain has been a practising attorney for the last 38 years, during which time he has advised and represented a range of corporate clients and Government departments in diverse legal fields.

He has held leadership positions in several local and international bodies, including law societies, the Commonwealth Lawyers Association based in London, and various other statutory and non-governmental organisations.

He has been acknowledged locally and internationally for his contribution to the law, the legal profession and the Rule of Law.

He has acted as a Judge of the High Court.

Mohamed has strong corporate and board skills. He served on the Boards of ABSA Group Limited and ABSA Bank for 11 years, latterly as lead independent director. He chaired the Board of JSE-listed Andulela Investment Holdings Limited for over 10 years. In these capacities, he chaired and was a member of a range of Board sub-committees, dealing with audit, risk, compliance, remuneration, human resources, nomination, capital management and social and ethics matters.



### Tasneem Abdool-Samad (49)

*Independent non-executive director*

**Appointed to the Board:**

1 July 2014

**Qualifications:** CA(SA)

**Committees**

Audit Committee  
Investment Committee  
Nomination and Governance Committee  
Remuneration Committee (Chair)  
Risk Committee<sup>1</sup>

**Other directorships**

Absa (Absa Group Limited Board, Absa Bank Board, Absa Financial Services Board), Bidcorp Limited

### Expertise

Tasneem started her career at Deloitte and then moved to the University of the Witwatersrand, where she was a lecturer in auditing from 2003 to 2006. In 2006 she rejoined Deloitte as a partner until 2014. During her time at Deloitte, she gained extensive experience in auditing and risk management and served as a member of the Deloitte South Africa board.

Tasneem served as Chair of the Inspections Committee at IRBA (Independent Regulatory Board for Auditors) for two terms. She is an experienced board member. Her current roles include chairing the Absa Group Audit and Compliance Committee and serving as the independent non-executive chair of the board of Absa Financial Services Limited. At Bidcorp Limited she chairs the Social and Ethics Committee.

<sup>1</sup> To resign from the Risk Committee on 31 December 2023.



## Ralph Boëttger (62)

*Independent non-executive director*

**Appointed to the Board:**

1 March 2022

**Qualifications:** CA(SA)

**Committees**

Investment Committee (Chair)  
Remuneration Committee  
Social, Ethics and Transformation Committee<sup>1</sup>

**Other directorships**

RTT Holdings Proprietary Limited, Neopak Holdings Proprietary Limited and Neopak Proprietary Limited, Twinsaver Holdings Proprietary Limited, NWK Limited and NWK Holdings Limited

## Expertise

Ralph served in several management positions prior to his appointment as CEO of Safair in 1996. He served as an executive director at Imperial Holdings Limited with executive responsibility for the Aviation, Transport and Logistics and international businesses from 2001 until 2007.

He was the CEO of Sappi Limited, an international paper and pulp company, with operations in the USA, Europe, and South Africa from 2007 until 2014.

Since 2014 he serves as an independent non-executive director on a number of boards.

<sup>1</sup> To resign from the Social, Ethics and Transformation Committee on 31 December 2023 and be appointed to the Audit Committee on 1 January 2024.



## Gavin Dagleish (58)

*Independent non-executive director*

**Appointed to the Board:**

1 October 2023

**Qualifications:** BSc.Eng (Chemical),  
MSc.Eng (Chemical)

**Committees**

To be appointed to the following committees on 1 January 2024:

Remuneration Committee  
Risk Committee  
Social, Ethics and Transformation Committee

**Other directorships**

Illovo Sugar Africa Proprietary Limited

## Expertise

Gavin is the CEO of Illovo Sugar Africa, a sugar producer with operations in six African countries. He was appointed CEO in September 2013 and led significant projects for the group, including the 2016 buy-out of minority shareholders, the delisting from the JSE and the co-creation of a common business purpose. In addition, the strategies he implemented improved financial performance and reduced debt substantially.

He successfully transformed Illovo Sugar Africa from a centralised and hierarchical model to a more demographically diverse, participative and inclusive contemporary business. His previous executive positions at the Illovo group include Group Operations Director and Group Executive Downstream and Continuous Improvement.

He holds a Master's degree in chemical engineering and has garnered over 22 years of leadership experience through various executive and management roles. Among others, he served as head of the Australia-based global technology group AB Mauri (from 2008 to 2010).



## Tina Eboka (64)

*Independent non-executive director*

**Appointed to the Board:**  
1 March 2022

**Qualifications:** BSc (Textile Eng), BSc (Applied Maths), MBA (Operations and Project Management)

### **Committees**

Risk Committee  
Social, Ethics and Transformation Committee

### **Other directorships**

Pragma Africa Proprietary Limited and Pragma Holdings Proprietary Limited, Omnia Holdings Limited, New Africa Clean Energy Proprietary Limited, Tyme Bank Holdings Limited and Tyme Bank Limited, Hextex Industries Proprietary Limited

## Expertise

Tina is currently the owner and director of Hextex Industries a vertical worsted textile manufacturing company in the Western Cape. She is also the Chair of Omnia Holdings Group. Tina's career of over 36-years spanned banking, science/technology research, retail and manufacturing industries in both the public and the private sectors. Tina is a recognised business turnaround specialist who excels at fuelling change in companies.

She was an executive director and a member of the Group Executive at Standard Bank of South Africa, where she established and led Group Corporate Affairs. She was prior to that Vice President at the Council for Scientific and Industrial Research (CSIR) responsible for organisation development, brand and communication among other executive roles.

From 2014 to 2016, Tina served as the Group MD of the NTP Radioisotopes group of companies. In 2016, she was elected as vice-chair of the OECD Nuclear Energy Agency's High-level Group on the Security of Supply of Medical Radioisotopes (HLG-MR) and served in this capacity for two terms until 2019.



## Pierre Fourie (64)

*Independent non-executive director*

**Appointed to the Board:**  
1 October 2019

**Qualifications:** CA(SA)

### **Committees**

Audit Committee (Chair)  
Investment Committee  
Nomination and Governance Committee<sup>1</sup>  
Risk Committee

### **Other directorships**

HBZ Bank Limited

## Expertise

Pierre is a former director at KPMG. He served on the Board of KPMG, and as interim Chair at various times. He also chaired a number of the firm's committees, including its Audit, Social and Ethics, Nomination and Remuneration, and Transformation committees. He retired from KPMG in 2019. Pierre has also served as a member of the Independent Regulatory Board for Auditors' Disciplinary Committee.

He has a distinguished career in which he served in various leadership roles and gained valuable experience in a wide range of activities, over a number of different industries, including International Financial Reporting Standards, JSE reporting requirements, assurance, governance oversight, enterprise risk management, compliance and strategy design and implementation.

<sup>1</sup> Pierre was appointed member of the Nomination and Governance Committee effective 1 April 2022.



## John Hulley (63)

*Independent non-executive director,  
lead independent director*

**Appointed to the Board:**

1 July 2018

**Qualifications:** NDip ME, MDP (Unisa)

**Committees**

Nomination and Governance Committee  
Remuneration Committee  
Risk Committee (Chair)

**Other directorships**

Ceramic Industries Proprietary Limited

## Expertise

John has had a successful track record in business leadership, agri-processing, engineering, general manufacturing and project management.

John's career started on the shop floor, and he progressed to Managing Director of Ubombo Sugar Limited in Eswatini after having successfully implemented a significant project for Ubombo Sugar relating to sugar factory expansion, and co-generation of electricity from renewable fuels. This also required the successful execution of a major agricultural expansion project which was performed in conjunction with the government of Eswatini.

He was thereafter appointed as Group Operations Director of Illovo Sugar Africa. This position assumed group executive accountability for all aspects of agricultural operations, manufacturing of sugar and numerous by-products, health, safety, environment, product quality, capital projects and group procurement.

His executive responsibilities spanned 18 manufacturing operations across six countries in Sub-Saharan Africa. In addition to serving as a non-executive director of each of the Illovo Sugar Africa subsidiary companies, he also chaired the Enterprise Risk Committee of each of the boards.

His career has also included performing and management of engineering consulting services to business sectors other than sugar.

John retired from Illovo Sugar Africa in 2018 and commenced his career as a non-executive director.



## Sarita Martin (51)

*Independent non-executive director*

**Appointed to the Board:**

1 December 2013

**Qualifications:** BProc, LLB, MBA (GIBS),  
Admitted Attorney

**Committees**

Audit Committee  
Remuneration Committee  
Social, Ethics and Transformation Committee

**Other directorships**

UsPlus Limited, Equities Express Securities Exchange,  
Nictus Limited

## Expertise

Sarita is a Corporate Governance specialist as well as a Certified Commercial Mediator, an executive coach focusing mainly on aspiring or newly appointed directors. She is a Fellow of the Institute of Directors of South Africa and a Certified Director. She is also an Alumni of Competent Boards (Canada) and on the mediation panel for Conflict Dynamics. She started her career as a candidate attorney at the Office of the Public Defender moving on to criminal prosecution and back to criminal defence. She left public office to join the corporate world in 1999 spending most of her career in the financial services industry.

Sarita has held senior positions in compliance, corporate governance and company secretariat at several listed companies. She is a governance specialist for the IODSA facilitating Board appraisals, governance training and advisory services. Sarita has been a guest speaker at conferences, business schools and in the media and was a judge for the Gender Mainstreaming Awards as well as a judge for the IODSA/ IFC annual case study competition. She has rotated off as a co-opted member of the Certification Committee of the IODSA and serves as a panellist examiner for the Competent Boards (Canada) ESG programme, as well as an examiner for the IODSA Certified Director programme. Sarita is also a lecturer on the Richfield AU MBA and holds an International Designation in ESG (Competent Boards, Canada) and International Designation in Climate (Competent Boards, Canada).

She has been accepted to do her LLM in Governance through Robert Kennedy College in Zurich in association with the university of Cumbria in the UK.



## Dr Tumeka Matshoba-Ramuedzisi (42)

*Independent non-executive director*

**Appointed to the Board:**

1 April 2018

**Qualifications:** CA(SA), PhD in Leadership

**Committees**

Audit Committee  
Risk Committee  
Social, Ethics and Transformation Committee (Chair)

**Other directorships**

Toyota South Africa (Pty) Ltd, Safari Investments RSA Ltd, Ditikeni Investments Company Limited

### Expertise

Tumeka is a registered auditor and is a non-executive chairman of Ramuedzisi Chartered Accountants & Registered Auditors, a firm she co-founded in 2006. Tumeka's professional experience includes auditing, advisory, governance and academia.

She holds a PhD in Leadership, an MCom in Computer Auditing and a Bachelor of Business Science with Honours in Finance.

## Executive directors and members of the Group Executive Committee



## Alan Dickson (52)<sup>1</sup>

*Group Chief Executive Officer*

**Appointed to the Board:**

21 November 2013

**Appointed Group CEO:**

1 October 2014

**Appointed to Reunert:**

1 January 1997

**Qualifications:** BSc (Eng), MSc (Eng), MBA

**Committees**

Risk Committee  
Social, Ethics and Transformation Committee  
Group Executive Committee (Chair)

### Expertise

Alan spent a short time in the consulting engineering fraternity before joining African Cables as a design engineer in 1997.

He has held several management positions at African Cables before assuming responsibility for all commercial activity in February 2000. He was appointed commercial director in 2007, a position he held until being appointed managing director in February 2009. Alan was promoted to CEO of the CBi-Electric segment on 25 October 2012.

On 21 November 2013, he was appointed as an executive director of the Reunert Board and as the Group Chief Executive Officer on 1 October 2014.

<sup>1</sup> Alan Dickson does not hold directorships or professional commitments outside Reunert.



## Nick Thomson (64)

*Group Chief Financial Officer*

**Appointed to the Board:**

15 June 2015

**Appointed to Reunert:**

15 June 2015

**Qualifications:** CA(SA)

**Committees**

Risk Committee  
Group Executive Committee  
Financial Controls, Information and Technology  
Committee (Fitco) (Chair)

### Expertise

Nick was partner with Ernst & Young for 18 years before joining Transnet Freight Rail as Chief Financial Officer in 2005. In addition to the normal aspects of the finance portfolio, he chaired the Investment Committee and Acquisition Committee and was responsible for the negotiations of major commercial contracts.

In April 2012, Nick was appointed as Group Chief Financial Officer at Afrox Limited. His responsibilities included the financial portfolio, treasury function, procurement and strategy. He joined Reunert as Group Chief Financial Officer on 15 June 2015.



## Mohini Moodley (48)

*Group Human Capital and Sustainability  
Executive Director*

**Appointed to the Board:**

1 April 2015

**Appointed to Reunert:**

1 September 2013

**Qualifications:** BA, LLB, Admitted Attorney

**Committees**

Group Executive Committee

### Expertise

Mohini started her career within the legal profession, where she acquired experience in family, commercial and labour law.

She has spent the last 21 years of her career within the human resources domain and has held executive roles in both generalist and specialist positions. Mohini has also completed a post-graduate diploma academically in Human Resource Management.

Prior to joining Reunert, Mohini spent 12 years in the retail industry at Edcon, where she held various positions at management and executive level across all disciplines of human resources with specific reference to employee relations and remuneration and benefits. While at Edcon, Mohini also occupied the position of principal officer for the internal medical aid scheme and the provident fund.

## Group Company Secretary



### Karen Louw (49)

*Group Company Secretary*

**Appointed to the Board:**

1 June 2012

**Qualifications:** Fellow of the Chartered Governance Institute (FCGI), BCom (Law), LLB, LLM (Tax), LLM (Corporate Law), Admitted Attorney

**Committees**

Group Executive Committee  
Financial Controls, Information and Technology Committee (Fitco)

### Expertise

Karen has more than 20 years of post-article experience. She has extensive experience in corporate law and corporate governance, with a particular focus on the Companies Act. She is a Fellow of the Chartered Governance Institute and holds a post-graduate qualification from the Institute in Company Secretarial and Governance Practice. She is one of the authors of the fifth edition of a comprehensive corporate governance textbook titled Corporate Governance Director's Guide.

Karen joined Reunert as the head of the Company Secretarial department in 2012.





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