



REUNERT

REUNERT LIMITED

BOARD MEMBERS'  
CURRICULUM VITAE

2019

This report outlines the experience and expertise of Reunert Limited's Board of directors as at 30 September 2019.<sup>1</sup>

This is a supplementary report to Reunert's 2019 Integrated Report, available at [www.reunert.co.za/downloads/reports](http://www.reunert.co.za/downloads/reports).

## NON-EXECUTIVE DIRECTORS

### TREVOR MUNDAY (70)

*Chair, Independent non-executive director*



<b>Appointed to the Board</b>	1 June 2008
<b>Appointed Chair</b>	1 June 2009
<b>Qualification</b>	BCom
<b>Committees<sup>2</sup></b>	Investment Committee Nomination and Governance Committee (Chair) Remuneration Committee Risk Committee Social, Ethics and Transformation Committee

**Expertise**

Following his formative career, Trevor held a wide range of financial and commercial management positions, both in Southern Africa and Europe. In the mid-1980s, he was appointed Finance and Commercial Director of AECI Explosives and Chemicals Limited. In 1990, he was appointed Managing Director of Dulux Paints and, between 1996 and 2000, he was Managing Director of Polifin Limited.

In 2001, Trevor was appointed executive director and Chief Financial Officer of Sasol Limited and was also responsible for corporate affairs and various other portfolios. Two years later he assumed global responsibility for Sasol's chemicals businesses. In 2005 and 2006, he was Deputy Chief Executive of Sasol Limited. Trevor retired from his executive roles at the end of 2006.

In 2007 he became a non-executive director of several companies. Among others, Trevor served as Chairman of Illovo Sugar Limited until its delisting in June 2016. After over 11 years' service he retired as lead independent director from the Absa Bank and Barclays Africa Group Boards in May 2018.

### TASNEEM ABDOOL-SAMAD (45)

*Independent non-executive director*



<b>Appointed to the Board</b>	1 July 2014
<b>Qualification</b>	CA(SA)
<b>Committees</b>	Audit Committee Investment Committee (Chair) Nomination and Governance Committee Risk Committee

**Other directorships**

Absa Group Limited Board  
Absa Financial Services Board  
Long4Life Limited  
Bidcorp Limited

**Expertise**

Tasneem completed her BCom and Honours in Accountancy at the University of Natal. She has experience as a chartered accountant and served as a partner at Deloitte from 2006 to 2014.

Tasneem transitioned out of audit to head up Deloitte's advisory business in KwaZulu-Natal. She also served on the Board of Deloitte.

<sup>1</sup> Only key interests and directorships have been disclosed for each director.

<sup>2</sup> Trevor will step down from the Remuneration Committee at the 2020 Annual General Meeting.

# NON-EXECUTIVE DIRECTORS continued

**JOHN HULLEY (59)**  
*Independent non-executive director*



**Appointed to the Board** 1 July 2018

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

**Committees<sup>1</sup>** Remuneration Committee  
Risk Committee

**Other directorships** Ceramic Industries Limited

**Expertise** John is an accomplished operations executive with a successful track record in business leadership, agri-processing, engineering and project management.

John's 40-year career started on the shop floor, and he progressed to Managing Director of Ubombo Sugar Limited in Swaziland before he was 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, quality, capital projects and procurement. His responsibilities spanned 18 manufacturing operations across six countries in Sub-Saharan Africa, including chairing the Enterprise Risk Committee of each of the Illovo Sugar Africa subsidiary boards.

**SEAN JAGOE (68)**  
*Independent non-executive director, lead independent director*



**Appointed to the Board** 20 April 2000

**Qualifications** BSc (Eng), MBA

**Committees** Investment Committee  
Nomination and Governance Committee  
Remuneration Committee

**Other directorships** Ceramic Industries Limited  
Serves on the Board of unlisted United Kingdom and United States investments on behalf of Reinet

**Expertise** Sean has over 30 years' experience in banking and finance and is an executive with Reinet.

During his investment banking career, he was a senior advisor and member of the European Advisory Council at JP Morgan and worked at Fidelis Partners, Morgan Stanley and Rand Merchant Bank. Prior to entering investment banking, Sean worked at the Industrial Corporation.

<sup>1</sup> Once Brand Pretorius retires at the 2020 Annual General Meeting, John will take over as chair of the Risk Committee, and he will join the Nomination and Governance Committee.

# NON-EXECUTIVE DIRECTORS continued

## SARITA MARTIN (47)

*Independent non-executive director*



<b>Appointed to the Board</b>	1 December 2013
<b>Qualifications</b>	BProc, LLB, MBA
<b>Committees<sup>1</sup></b>	Audit Committee Nomination and Governance Committee Remuneration Committee (Chair)
<b>Other directorships</b>	Grayston Preparatory School Governing Board ActionAid South Africa National Advisory Board
<b>Expertise</b>	Sarita is a Certified Commercial Mediator, an executive coach, a Facilitator Faculty at the Institute of Directors in South Africa (IoDSA), and an admitted attorney of the High Court of South Africa.  She started her career as a candidate attorney at the Office of the Public Defender. She left public office to join the corporate world in 1999.  Sarita has held senior positions in compliance, corporate governance and company secretariat at several listed companies. She is a Certified Director and Fellow of the Institute of Directors in Southern Africa. She is a corporate governance specialist and facilitates Board appraisals, governance training and advisory services for the IoDSA.

## THANDI ORLEYN (63)

*Non-executive director*



<b>Appointed to the Board</b>	23 May 2007
<b>Qualifications</b>	BJuris, BProc, LLM
<b>Committees</b>	Nomination and Governance Committee Remuneration Committee Social, Ethics and Transformation Committee (Chair)
<b>Other directorships</b>	BP Southern Africa Proprietary Limited (Chair) Ceramics Industries Limited Toyota SA Proprietary Limited Toyota Financial Services (South Africa) Limited Industrial Development Corporation of South Africa Limited
<b>Expertise</b>	Thandi is a director and shareholder of Peotona, an investment company owned and managed by four women. She is Chairperson of the University Council of Fort Hare University and serves on a number of trusts and foundations.  Thandi was previously an attorney and Regional Director of the Legal Resources Centre, National Director of the Commission for Conciliation, Mediation and Arbitration and, later, National Director of a commercial law firm.  Thandi is an accredited mediator with the Centre for Effective Dispute Resolution. She is also a mediator and arbitrator for Tokiso Dispute Settlement. Thandi was admitted as an advocate of the High Court in April 2017.

<sup>1</sup> On 1 October 2019, Sarita stepped down from the Nomination and Governance Committee and joined the Social, Ethics and Transformation Committee.

# NON-EXECUTIVE DIRECTORS continued

## BRAND PRETORIUS (71)

*Independent non-executive director*



<b>Appointed to the Board</b>	22 February 2011
<b>Qualification</b>	MCom (Business Economics)
<b>Committees</b>	Investment Committee Nomination and Governance Committee Risk Committee (Chair) Social, Ethics and Transformation Committee
<b>Other directorships</b>	Italtile Limited Metair Investments Limited (non-executive chairman) Agrinet
<b>Expertise</b>	<p>Brand started his career at Toyota South Africa in March 1973. Following a number of management positions in research, planning, sales and marketing, he was appointed Managing Director of Toyota SA Marketing in 1988. In March 1995, he joined McCarthy Motor Holdings and was promoted to Chief Executive Officer of the holding company, McCarthy Limited, in October 1999. He retired as an executive director of McCarthy and its controlling shareholder, Bidvest, on 1 March 2011.</p> <p>Brand has received numerous national marketing and leadership awards. He holds honorary professorships at the University of Johannesburg, the University of Pretoria, University of the Free State and an honorary doctorate in marketing from the Durban University of Technology. Brand is a Fellow in Leadership at the Gordon Institute of Business Science and a Professor of Practice at the Johannesburg College of Business and Economics. He is also a member of the advisory board of the business incubator InvoTech.</p> <p>Brand serves on the Boards of Trustees of the READ Educational Trust and Partners for Possibility. He is the National Ambassador for the Valued Citizens Initiative, as well as of the Rally to Read corporate national literacy programme, an initiative he founded in 1998.</p>
<b>Retirement</b>	Brand will retire from the Board at the 2020 Annual General Meeting.

# NON-EXECUTIVE DIRECTORS continued

## TUMEKA MATSHOBA-RAMUEDZISI (38)

*Independent non-executive director*



<b>Appointed to the Board</b>	1 April 2018
<b>Qualifications</b>	CA(SA), Registered Auditor
<b>Committees<sup>1</sup></b>	Audit Committee Social, Ethics and Transformation Committee
<b>Other directorships</b>	Financial and Fiscal Commission National Lotteries Participants Trust Ditikeni Investments Company Limited Adept Advisory (Proprietary) Limited Tshwane University of Technology
<b>Expertise</b>	Tumeka is a CA(SA) and registered auditor with an MCom in Computer Auditing. She also holds a Bachelor of Business Science, with Honours in Finance. Tumeka spent six years as a senior lecturer in Auditing at the University of Johannesburg before going full-time into her own audit and advisory services firm – Ramuedzisi Chartered Accountants & Registered Auditors.  Tumeka has served on various committees and boards, including the Morokotso Trust (Implats Employee Share Ownership Programme), and the Complaints and Compliance Committee of ICASA.

## RYNHARDT VAN ROOYEN (70)

*Independent non-executive director*



<b>Appointed to the Board</b>	1 November 2009
<b>Qualification</b>	CA(SA)
<b>Committees</b>	Audit Committee (Chair) Investment Committee Nomination and Governance Committee Risk Committee
<b>Other directorships</b>	WIP Beleggings (Pty) Ltd
<b>Expertise</b>	Rynhardt held various financial and commercial positions during his 31-year career with Sasol. At retirement in 2008, he was Group General Manager, a member of Sasol's Group Executive Committee, and director and member of most of Sasol's major subsidiaries and Audit Committees.
<b>Retirement</b>	Rynhardt will retire from the Board at the 2020 Annual General Meeting.

<sup>1</sup> Tumeka joined the Risk Committee on 1 October 2019.

# APPOINTMENTS AFTER 30 SEPTEMBER 2019

## ALEX DARKO (66)

*Independent non-executive director*



<b>Appointed to the Board</b>	1 October 2019
<b>Qualifications</b>	MSc (Management Information Systems), Fellow of the Chartered Association of Certified Accountants (FCCA)
<b>Committees</b>	Audit Committee Remuneration Committee Social, Ethics and Transformation Committee
<b>Other directorships</b>	Absa Bank Limited Absa Group Limited Nkululeko Leadership Consulting
<b>Expertise</b>	<p>As a management consultant, Alex has assisted a number of organisations and leaders (public and private) to develop and implement strategies, improve leadership and organisational effectiveness, manage change and transform their organisational cultures. He mentors local and international leaders and teams.</p> <p>Alex has over 30 years' multi-industry experience in Europe, the United States and Africa. He held a number of senior management positions at Dun &amp; Bradstreet Corporation, including Director of UK Shared Services, Director of Finance – Dun &amp; Bradstreet Europe Limited, and Head of European Accounting Re-engineering. At Dun &amp; Bradstreet, Alex established high-performance teams and led significant organisational change initiatives in the UK and Europe which saved significant costs and improved service levels.</p> <p>Alex served as the Head of Knowledge and Information (Chief Information Officer) at AngloGold Ashanti.</p> <p>Alex serves on various committees for the Absa Group, including the Audit and Compliance Committee, and he chairs its Group Remuneration and IT committees.</p>

## PIERRE FOURIE (60)

*Independent non-executive director*



<b>Appointed to the Board</b>	1 October 2019
<b>Qualification</b>	CA(SA)
<b>Committees<sup>1</sup></b>	Audit Committee Investment Committee Risk Committee
<b>Other directorships</b>	ELB Group Limited
<b>Expertise</b>	<p>Pierre is a Chartered Accountant (South Africa) and has been an audit partner with KPMG Incorporated (KPMG) since 1990. He served on KPMG's Board of directors, and as Interim Chairman 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. Pierre has served as a member of the Independent Regulatory Board for Auditors' Disciplinary Committee.</p> <p>He has held various leadership roles and gained valuable experience in a wide range of activities and industries, including International Financial Reporting Standards, JSE reporting requirements, assurance, governance oversight, enterprise risk management, compliance and strategy design and implementation.</p>

<sup>1</sup> Pierre will become chair of the Audit Committee upon Rynhardt van Rooyen's retirement at the 2020 Annual General Meeting.

# EXECUTIVE DIRECTORS AND MEMBERS OF THE EXECUTIVE AND GROUP TRANSFORMATION COMMITTEES

## ALAN DICKSON (48)

*Group Chief Executive Officer and Segment Head: Electrical Engineering*



<b>Appointed to the Board</b>	21 November 2013; appointed Group Chief Executive Officer effective 1 October 2014
<b>Appointed to Reunert</b>	1 January 1997
<b>Qualifications</b>	BSc (Eng), MSc (Eng), MBA
<b>Committees</b>	Group Executive Committee (Chair) Risk Committee Social, Ethics and Transformation Committee Group Transformation Committee (Chair)
<b>Expertise</b>	<p>Alan completed a Master's degree in Electrical Engineering at the University of the Witwatersrand. He spent a short time in the consulting engineering fraternity before joining CBI-electric: African Cables as a design engineer in 1997.</p> <p>Alan held several management positions in the organisation 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 Managing Director of the CBI-electric businesses on 25 October 2012.</p> <p>On 21 November 2013 Alan was appointed as an executive director of the Reunert Board and as the Group Chief Executive Officer of Reunert on 1 October 2014.</p>

## NICK THOMSON (60)

*Group Chief Financial Officer*



<b>Appointed to the Board</b>	15 June 2015
<b>Appointed to Reunert</b>	15 June 2015
<b>Qualifications</b>	CA(SA)
<b>Committees</b>	Risk Committee Group Executive Committee Group Transformation Committee
<b>Expertise</b>	<p>Nick served as partner with Ernst and 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 and Acquisition Committees and was responsible for the negotiations of major commercial contracts.</p> <p>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.</p>



# EXECUTIVE DIRECTORS AND MEMBERS OF THE EXECUTIVE AND GROUP TRANSFORMATION COMMITTEES

continued

## **MOHINI MOODLEY (44)** *Group Human Resources and Transformation Executive Director*



**Appointed to the Board** 1 April 2015

**Appointed to Reunert** 1 September 2013

**Qualifications** BA, LLB

**Committees** Group Executive Committee  
Group Transformation Committee

**Expertise** Mohini started her career within the legal profession, where she acquired experience in family, commercial and labour law. She is an admitted attorney of the High Court of South Africa.

Mohini has spent the last 17 years of her career within human resources (HR) and has held executive roles in both generalist and specialist positions.

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 HR 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.

## **MARK TAYLOR (56)** *Executive director and Segment Head: ICT*



**Appointed to the Board** 21 November 2013

**Appointed to Reunert** 1 October 2012

**Qualifications** EDP, SEP

**Committees** Group Executive Committee  
Group Transformation Committee

**Expertise** Mark is an ICT industry veteran with more than three decades of experience. He began his career at Nedbank in the early 1980s as an IT specialist and worked extensively in the mainframe arena.

Mark was involved in both the mergers of Plessy into Nedtel Cellular and then into Nashua. He was appointed Operations and IT Director of Nashua Mobile during 1999. Mark served as Managing Director of Nashua Mobile from July 2003 to September 2008.

Prior to re-joining Nashua Mobile on 1 October 2012, Mark held various senior executive positions at Vodacom, including in supply chain and logistics, online digital platforms and served as managing director of the Vodacom Payment Services company.

**Resignation** Mark resigned from the Board with effect from 1 October 2019. He will remain a member of the Executive Committee and the Segment Head: ICT, until he emigrates in the latter part of the 2020 calendar year.

## OTHER EXECUTIVES

### PETER VAN DER BIJL (63)

*Chief Operating Officer: Reutech and Segment Head: Applied Electronics*



<b>Appointed to the Board</b>	17 July 2008
<b>Qualifications</b>	MSc (Elec Eng), MSc (Aerospace)
<b>Committees</b>	Group Executive Committee Group Transformation Committee

**Expertise** Peter started his career at Denel (Kentron) in 1979 working on the design of military systems and progressed via various management positions to spending eight years in export marketing. Between 2000 and 2005, he was Marketing Director for the French design company GECL, based in Paris after which he joined African Defence Systems (a Thales subsidiary in South Africa) as General Manager of the Land and Joint business. Peter joined Reunert in 2008 as Chief Operating Officer of Reutech and was promoted in 2014 as Reutech CEO. He became the Segment Head: Applied Electronics in April 2016.

### KAREN LOUW (45)

*Group Company Secretary*



<b>Appointed to the Board</b>	1 June 2012
<b>Qualifications</b>	FCIS, BCom (Law), LLB, LLM (Tax), LLM (Corporate Law), Admitted Attorney
<b>Committees</b>	Group Executive Committee Group Transformation Committee

**Expertise** Karen has more than 20 years' post-article experience, including extensive experience in corporate law and corporate governance, with a particular focus on the Companies Act. She is a Fellow of the Chartered Secretaries Southern Africa. Karen joined Reunert as Company Secretary in 2012.