Reunert

Empower. Innovate. Thrive.

Board members' curricula vitae

2025

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NON-EXECUTIVE DIRECTORS

MOHAMED HUSAIN (64)
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 40 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 (51)
Independent non-executive director

Appointed to the Board:
1 July 2014

Qualification:
CA(SA)

Committees:
Audit Committee

Investment Committee

Nomination and Governance Committee

Remuneration Committee (Chair)

Other directorships:
Absa (Absa Group Limited Board, Absa Bank 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. At Bidcorp Limited she chairs the Social and Ethics Committee.

RALPH BOËTTGER (64)
Independent non-executive director

Appointed to the Board:
1 March 2022

Qualifications:
CA(SA)

Committees:
Investment Committee (Chair)

Remuneration Committee

Audit Committee[1]

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.

[1] *Resigned from the Social, Ethics and Transformation Committee on 31 December 2023 and was appointed to the Audit Committee on 1 January 2024.*

GAVIN DALGLEISH (59)
Independent non-executive director

Appointed to the Board:
1 October 2023

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

Committees:
Remuneration Committee

Risk Committee

Social, Ethics and Transformation Committee

Expertise

Gavin is currently the Group CEO of Vision Sugar Holdings. He previously held the role of CEO of Illovo Sugar Africa, a sugar producer with operations in six African countries, until August 2024. 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 23 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 (66)
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 37-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 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 2021, 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 (66)
Independent non-executive director

Appointed to the Board:
1 October 2019

Qualifications:
CA(SA)

Committees:
Audit Committee (Chair)

Investment Committee

Nomination and Governance Committee

Risk Committee

Other directorships:
HBZ Bank Limited

Expertise

Pierre retired as a director at KPMG in 2019. He served on the Board of KPMG, and as interim Chair at various times. He chaired a number of the firm's committees, including the Audit, Social and Ethics, Nomination and Remuneration, and Transformation committees. 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.

JOHN HULLEY (65)
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:

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 a 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 the provision 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.

DR TUMEKA MATSHOBA-RAMUEDZISI (44)
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

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

ALAN DICKSON[1] (54)
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 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.

[1] *Alan Dickson does not hold directorships or professional commitments outside Reunert.*

MARK KATHAN (54)
Group Chief Financial Officer

Appointed to the Board:
1 April 2025

Appointed to Reunert:
1 March 2025

Qualifications:
CA(SA); Advanced Management Programme

Committees:
Group Executive Committee

Financial Controls, Information and Technology Committee (Fitco) (Chair)

Expertise

Mark is a C-Suite executive and qualified Chartered Accountant with more than 25 years' experience in senior roles at a number of JSE-listed companies. This includes his 15 years at AECI Limited prior to joining Reunert. He served as that company's Group CFO and an executive director on the board for 13 years before transitioning to his role as CEO of AECI Mining, while remaining an executive director. As a member of AECI's Group Executive, he has also chaired businesses locally and internationally.

During his career he has led numerous M&A transactions in South Africa and internationally.

Furthermore, he has extensive experience in financial and finance-related disciplines. Among these are reporting, tax, treasury, legal, secretarial, information systems, compensation and benefits, strategic procurement and investor relations.

OTHER GROUP EXECUTIVES

MOHINI MOODLEY (50)
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 past 22 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.

GRAEME EDDEY (48)
ICT Segment CEO

Appointed to subsidiary Board:
1 November 2009

Appointed to Reunert:
1 November 2009

Qualifications:
National Diploma Cost and Management Accounting

Committees:
Group Executive Committee

Expertise

Graeme is a qualified cost and management accountant with a National Diploma in Cost and Management Accounting from the University of Johannesburg. He has extensive executive experience across the technology, telecommunications and manufacturing sectors. Since joining Reunert in 2009, he has held several senior leadership roles, including Financial Director of Nashua Communications, Chief Executive Officer of CBi-Electric: African Cables, and Chief Executive Officer of SkyWire.

Appointed ICT Segment CEO in 2021, Graeme leads Reunert's ICT portfolio, driving growth, digital transformation and operational excellence through strong financial discipline and extensive sector expertise.

Before joining Reunert, he served as Chief Financial Officer at Siemens Enterprise Communications and has held non-executive directorships at Cafca Limited and Metal Fabricators of Zambia.

TREVOR RAMAN (53)
Applied Electronics Segment CEO

Appointed to subsidiary Board:
1 July 2020

Appointed to Reunert:
1 July 2020

Qualifications:
BSc (MechEng), MBA

Committees:
Group Executive Committee

Expertise

Trevor started his career at Armscor in 1995 working in the aero systems division on the design of aircraft structures. He also worked on fixed and rotary wing programs in various engineering and logistics roles. In 2000, Trevor completed an MBA in Aerospace in Toulouse, France which included work exposure at Turbomeca.

In 2002 Trevor was seconded to Sweden where he became the Head of the Gripen South Africa acquisition program. In 2013, he was promoted to General Manager for Research and Development responsible for seven Armscor institutes and three test range capabilities. In 2016, Trevor was appointed President and CEO of SAAB Grintek Defence and in 2017 he was also made Head of Group Sales for Sub-Saharan Africa.

Trevor joined Reunert in July 2020 in a strategic assignment role and later that year was appointed CEO of Reutech. He became Segment Head for Applied Electronics in April 2021.

KAREN LOUW (49)
Group Company Secretary

Appointed to the Board:
15 June 2012

Appointed to Reunert:
15 June 2012

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

Committees:
Group Executive Committee

Financial Controls and Information and Technology Committee

Expertise

Karen has more than 25 years' post-article experience. She has extensive experience in corporate governance and corporate and commercial law, with a particular focus on the Companies Act.

Karen has been the Group Company Secretary of Reunert Limited, a JSE-listed group with over 100 subsidiaries, trusts and joint ventures since 2012. As a governance advisor to the Board and member of the Group Executive Committee, she oversees corporate governance, strategic execution and related compliance and legal matters across the Group, both locally and internationally. She is a Fellow of the Chartered Governance Institute of Southern Africa.

She advises the Board and the Group on JSE Listings Requirements, the King Code on Corporate Governance, and corporate legislation. This includes the drafting of governance frameworks, policies, and charters, coordination of Board and committee meetings, and providing legal support on corporate actions in the Group. Prior to joining Reunert, she held legal advisory roles at other companies, including in KPMG's Corporate Law Advisory Practice.

Karen has contributed to key industry publications and governance reform initiatives, including through participation in initiatives coordinated by SAICA and the IoDSA. Karen is also co-author of a prescribed textbook on corporate governance for governance professionals in South Africa.

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